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ED 162 121 CE 018 349

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SPONS AGENCY	Employment and Training Administration (DOL), Washington, D.C. Office of Technical and Special Services.
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DESCRIPTORS	Abstracts; *Annotated Bibliographies; *Book Catalogs; Demonstration Projects; *Employment; Indexes (Locaters); Information Processing; Information Retrieval; *Information Systems; *Training; *Vocational Education
IDENTIFIERS	*Employment Tng Automated Info Retrieval Systems

ABSTRACT

As part of the Employment and Training Automated Information Retrieval Systems (ETAIRS), which was developed as a demonstration project for the Employment and Training Administration (ETA) of the U.S. Department of Labor, this set (CE 018 346-349) provides a book catalog of employment and training-related materials located in the libraries of the ETA Resource Clearinghouse and demonstration site regional centers in Denver, San Francisco, and New York. From searches conducted on the data files of the National Technical Information Service (NTIS), the Educational Resources Information Center (ERIC), and the Abstracts in Instructional Materials/Abstracts in Research Materials (AIM/ARM), bibliographic citations for 5,600 documents were identified as relevant, including all materials sponsored by ETA (formerly the Manpower Administration). The set is divided into two major sections: a title listing, which is organized alphabetically in three volumes (A-F in CE 018 347, F-P in CE 018 348, and P-Z in CE 018 349), and an index volume (CE 018 346), which contains separate author and subject indexes. The complete citations appear in the title listing and include an identification number, title, publication date, author, journal citation, publisher, sponsoring agency, contract number, subject terms, abstract, availability, and cost. The author index gives both document titles and identification numbers while the subject index lists only the citation numbers. (The information in this catalog is also available for computer searching and will be updated periodically by ETAIRS.) (ELG)

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ED162121

ETA RESOURCE CLEARINGHOUSE
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A Bibliography of Employment and Training Literature

VOLUME 3

May 1978

Office of Technical & Special Services
Office of Field Operations
Employment & Training Administration
U.S. Department of Labor

Institute for Manpower Studies

Oregon State University

CE 018 349

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

[illegible]

A
BIBLIOGRAPHY OF
EMPLOYMENT AND TRAINING
LITERATURE

Prepared by
Institute for Manpower Studies
Oregon State University
May 1978

This work was done under agreement number 31-41-74-10 for the Employment and Training Administration, U.S. Department of Labor. All responsibility for the content of this document in terms of procedures and organizational format accrue to the director and staff of the project and may, or may not, reflect Employment and Training Administration positions.

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Institute for
Manpower Studies
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PREFACE

The Employment and Training Automated Information Retrieval Systems (ETAIRS) is an information storage and retrieval system developed as a demonstration project for the Office of Technical and Special Services, Employment and Training Administration, USDL. The demonstration project focuses on information and data bases relevant to the ETA Resource Clearinghouse in the National Office and to the resource centers being developed in the demonstration site regional offices in Denver, San Francisco, and New York. The data bases relevant to ETAIRS are library collections in the relevant resource centers or clearinghouse and to a collection of employment and training related literature identified in commercial data bases.

Under the terms of this grant, Oregon State University was committed to:

- establish computer-based information files for each of the resource center collections in the demonstration site regional offices and for the National Office Clearinghouse
- devise a system whereby those collections could be "searched" by remote computer terminal
- train relevant ETA personnel in the use of this automated system
- develop a thesaurus which would permit resource center personnel or research project managers to describe newly development materials in common language
- provide book catalogs of each collection and a "union" collection of materials in the combined set of four sites; these catalogs would be organized by author, title, and subject and would provide a low priced and portable medium for sharing the information content about the separate collections with local users
- provide a book catalog of employment and training related materials identified through searches of commercial data bases.

This document responds to the last objective. It represents the results of systematically searching the data files of the National Technical Information Service (NTIS), the Educational Information Resource Center (ERIC), the abstracts in Instructional Materials/Abstracts in Research Materials (AIM), and the Management systems. The search strategy was devised so as to maximize the coverage of materials relevant to the employment and training field and to ensure the coverage of all materials sponsored by the Employment and Training Administration (previously Manpower Administration) USDL. The collection of citations contained herein complements a collection of citations previously gathered; the full collections contained on Oregon State University computer file. The file is searchable through the ETAIRS system. This particular component of the overall system is designed so that it can be updated periodically for purposes of ensuring a searchable collection of employment and training related materials and for purposes of updating the bibliography.

The ETAIRS system reflects the commitment made to ETA under the terms of the funding grant. It also reflects the creative and the tedious work efforts of, primarily, three people. I would like to extend my thanks to Bob Baker, Kristina Brooks, and Greg Struxness who have labored long and hard to reach this point in system development. This team has never varied in their commitment to develop a system useable by, and useful for, the practitioners in the employment and training field. Virginia Trabert has done yoeman's work typing, retyping, inputting and providing a needed element of balance during this whole task. I would also like to thank the many people in the National and Regional Office of ETA who have provided systematic and thoughtful cooperation in this system development. This project is not completed. However, ETAIRS is operational, although the data bases are still to be expanded. I think that ETA will find this a very useable and adaptable information system.

Gary W. Sorenson, Director
Institute for Manpower Studies

June 1, 1978

INSTRUCTIONS FOR DOCUMENT USE

Organization and Content

This set of reference documents has two major sections. They are:

1) Title Listing: This section contains bibliographic citations for 5600 documents which have been identified as relevant to the field of employment and training. It is organized alphabetically by document title. Volume 1 contains citations for documents with titles A through F. Volume 2 contains citations for documents with titles F through P. And Volume 3 citations for documents with titles P through Z.

2) Index: The index has two parts. They are:

   A) Subject Index

   This portion of the index provides an alphabetic listing of subject terms. Each entry contains a subject term and the citation number of each citation which has been assigned that subject term. The user may refer to the complete citation in the Title Listing by means of the citation number.

   B) Author Index

   This portion of the index is arranged alphabetically by author's last name and/or by corporate author. Each entry contains the author's name, the title of the document, and the number of the citation in the Title Listing.

Locating Documents in the Respective Indexes

The Title Listing and the Author and Subject Indexes each identify a particular document by a unique citation number. This number is provided at the left margin of each entry. An illustration of the use of the citation number is provided below.

In the Title Listing:

284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS.
A REVIEW AND ANALYSIS. 1973
BACKER, THOMAS E.; HUMAN INTERACTION RESEARCH INSTITUTE
U.S. DOL/ETA 92-06-72-07
DISADVANTAGED, INTAKE/ASSESSMENT, COUNSELING AND TESTING
THIS REPORT REVIEWS SOME RECENTLY DEVELOPED ASSESSMENT TECHNIQUES.

In the Subject Index:

INTAKE/ASSESSMENT
125, 284, 453

In the Author Index:

BACKER, THOMAS E.
284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

HUMAN INTERACTION RESEARCH INSTITUTE
284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

Sample Citations

1 2 3

(39) PUTTING IT ALL TOGETHER IN SUFFOLK COUNTY APR 76

4 BAKER, B. KIMBALL

WORKLIFE;1;4;2-6 6

10 PILOT PROJECTS, MANPOWER DEVELOPMENT, COUNTY PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, COMMUNITY AGENCIES (PUBLIC), STATE AGENCIES, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, JOB TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, NEW YORK STATE EMPLOYMENT SERVICES, DEPARTMENT OF LABOR, WORK INCENTIVE PROGRAM

12 THE SUFFOLK COUNTY COORDINATED MANPOWER PROGRAM IN NEW YORK IS A PILOT PROJECT WHOSE PURPOSE IS TO ELIMINATE DUPLICATION IN EMPLOYER CONTACTS AND SERVICES DELIVERED. AGENCIES AT THE FEDERAL, STATE, AND LOCAL LEVELS WORK TOGETHER FOR A COMMON GOAL. DEFINITIVE RESULTS AWAIT DATA ANALYSIS, BUT DEVELOPMENTS ARE ENCOURAGING. (AUTHOR/AJ)

13 ERIC: EJ137390

49 VOUCHERED SKILL TRAINING IN WIN PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS. FEB 77

RICHARDSON, ANN

5 BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.

8 EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.

9 CONTRACT NO. DL-51-11-73-02

11 NOTES: 125P.: NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORGININAL

ADMINISTRATIVE AGENCIES, AGENCY ROLE, EDUCATION VOUCHERS, EMPLOYERS, FEDERAL PROGRAMS, JOB TAINING, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, WELFARE AGENCIES, WELFARE RECIPIENTS, UNITED STATES, WORK INCENTIVE PROGRAM

THE VOUCHER TRAINING PROGRAM FOR WORK INCENTIVE PROGRAM (WIN) CLIENTS DESCRIBED WITHIN THIS INTERIM REPORT IS A SYSTEM FOR PROVIDING OCCUPATIONAL TRAINING TO CLIENTS THROUGH ENTITLEMENTS RATHER THAN DIRECT SERVICE (CLIENT AND TRAINER ARE IN A DIRECT RELATIONSHIP FACILITATED BY THE AGENCY). THE BASIC PROGRAM OBJECTIVE, DISCUSSED IN THE INTRODUCTION, IS TO MAXIMIZE THE EXTENT TO WHICH CLIENTS MAKE OCCUPATIONAL DECISIONS, SELECTING THE TYPE OF TRAINING WHICH THEY FEEL IS MOST SUITABLE (IN A VOCATIONAL SCHOOL OR ON THE JOB) AND NEGOTIATING FOR TRAINING WITHOUT INTERCESSION BY WIN BUT WITHIN THE CONTEXT OF EXISTING STATUTES AND PROGRAM GUIDELINES. PART I DESCRIBES THE PROCEDURES IN ADMINISTERING THE VOUCHER PROGRAM AND THE ROLE OF THE WIN STAFF AND INCLUDES (1) THE PROGRAM DESIGN, (2) THE VOUCHER PROCESS, (3) SPECIAL COUNSELING AND INFORMATION SYSTEM, AND (4) STAFF QUALIFICATION AND TRAINING. PART II DEALS WITH ADMINISTRATIVE CONSIDERATIONS BEARING ON THE FEASIBILITY OF THE VOUCHERING SYSTEM AND CONTAINS SELECTED EMPIRICAL FINDINGS FROM PROGRAM FIELD TESTS CONDUCTED BETWEEN 1974 AND 1976 IN PORTLAND, OREGON.

Data Elements Used

Complete citations, which appear in the Title Listing, contain 13 data elements. Only those elements applicable to a particular citation will appear in that citation. Elements which extend beyond one line are indented 2 spaces in each additional line.

The facing page displays 2 different illustrations of citations. These citations provide examples of each of the data elements included in the Title Listing:

1. Citation Number: An identification number which has been arbitrarily and sequentially assigned to each document included in this bibliography.
2. Title
3. Publication Date
4. Personal Author(s) or Editor(s)
5. Corporate Author: The name of organization or institution which prepared the document.
6. Journal Citation: This field will only appear for journal articles. It includes the complete citation by which journal articles may be identified and located.
7. Publisher
8. Sponsoring Agency: The agency responsible for initiating or funding the preparation of the document.
9. Contract Number
10. Keywords: Subject terms which characterize the substantive contents of the document.
11. Notes: Descriptive notes which provide additional information about the document.
12. Abstract: Informative condensation of the document content.
13. Availability and Cost: Indicates if the document is available, the source, the document number, and the price.

Ordering Information

The price "data element" described on page III will identify the document supplier, such as AIM/ARM, ERIC, or NTIS, and will indicate whether it is possible to order the document from the supplier. Those documents listed as "DOCUMENT NOT AVAILABLE" may often be obtained directly from the originating institution, the sponsoring agency or the personal author.

AIM/ARM: Most state Vocational Education Research Offices have AIM/ARM VT-ERIC microfiche sets and will duplicate copies of individual documents upon request. VT-ERIC microfiche sets may be purchased from:

Educational Document Reproduction Service
Box 190
Arlington, VA 22210

1. order by "ED" Accession Number (ED numbers for VT sets may be located in issues of Abstracts of Instructional & Research Materials in Vocational & Technical Education).
2. enclose check or money order PAYABLE TO EDRS.
3. official institutions, state and federal agencies may use purchase orders.

Individual microfiche or paper copies are not available from EDRS. These must be obtained directly from the originating institution or sponsoring agency.

ERIC: Most large libraries have ERIC microfiche collections. Individual documents may be located by their "ED" accession numbers. "EJ" accession numbers indicate journal articles and, consequently, are not available in a microfiche collection and must be obtained directly from the journal. "ED" documents are available from:

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3. enclose check or money order PAYABLE TO EDRS.
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National Technical Information Service
Springfield, VA 22161

1. order by accession number
2. specify microfiche (MF) or paper copy (HC)
3. enclose check or money order PAYABLE TO NTIS (deposit accounts may be established with NTIS, consult issues of Government Reports Announcements & Index for details).

Title Listing

3736 PORTRAIT: GUNNAR MYRDAL 1977
MATZNER, E.
CHALLENGE, VOL.20, NO.2, MAY/JUNE 1977, P. 67-68.
ECONOMIC POLICY, ECONOMICS, EMPLOYMENT POLICY, LABOR, MINORITIES, POVERTY, SOCIAL ISSUES
A REVIEW OF THE WORKS OF GUNNAR MYRDAL FOCUSES ON HIS SOCIO-ECONOMIC THEORIES ON THE INTERRELATIONSHIPS BETWEEN MINORITIES AND POVERTY WHICH ARE EXTENDED FOR EMPLOYMENT PROBLEMS.
MGMT: CHA77E0067

3737 A POSITIVE APPROACH TO PROMOTING WOMEN 1975
KAY, M.J.
PERSONNEL ADMINISTRATOR, VOL.20, NO.4, JUNE 1975, P. 36-39, 59-60.
AFFIRMATIVE ACTION, CAREER DEVELOPMENT, DISCRIMINATION, EFFICIENCY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, LABOR FORCE, LEADERSHIP, MANAGEMENT, PERSONNEL MANAGEMENT, PROMOTION, WOMEN IN BUSINESS
EMPHASIZES THAT PROPER USAGE OF WOMEN IN BUSINESS AND MANAGEMENT CAN BE AN ADVANTAGE IN ADDITION TO A REQUIREMENT, SHOWING HOW WOMEN CAN BECOME PROMOTABLE AND BUSINESSES CAN SEEK TO PROMOTE WOMEN.
MGMT: PAD75F0036

3738 POSITIVE EMPLOYMENT PROGRAMS: LESSONS FROM THE HEALTH EXPERIENCE 1975
BICKNELL, W.J.
PERSONNEL JOURNAL, VOL.54, NO.10, OCT 1975, P. 538-540. BIBLIOG. 2
DISCRIMINATION, EEO, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, MINORITIES, TRAINING AND DEVELOPMENT
STEPS TO IMPLEMENT A POSITIVE EMPLOYMENT POLICY ARE PRESENTED.
MGMT: PEJ7540538

3739 POSITIVE VALUES OF THE NEGATIVE INCOME TAX 1976
BUSINESS WEEK, NO.2460, NOV 29, 1976, P. 62-64.
CONSUMER SPENDING, ECONOMIC POLICY, ECONOMICS, LABOR FORCE, SOCIAL ISSUES
ANALYZES THE EFFECT OF THE NEGATIVE INCOME TAX ON THE WORK SUPPLY AND SPENDING PATTERNS OF LOW-INCOME FAMILIES. PRELIMINARY RESULTS INDICATE LITTLE DECREASE IN WORK EFFORT, AN INCREASE IN THE PURCHASES OF PRODUCTIVE APPLIANCES AND AN INCREASE IN HOUSING IMPROVEMNETS.
MGMT: BWE76K2962

3740 POST OIL SHOCK JAPAN 1975
SENCA, T.
THE CONFERENCE BOARD RECORD, VOL.12, NO.9, SEPT 1975, P. 5-19.
BALANCE OF TRADE, ECONOMIC GROWTH, ECONOMICS, ENERGY, INFLATION, JAPAN, OIL, RECESSION, UNEMPLOYMENT, WAGES
ASSESSMENT OF JAPANS HANDLING OF ECONOMIC PROBLEMS SINCE THE RISE IN OIL PRICES ENDED ITS BOOM PERIOD.
MGMT: CBR75I0008

3741 POST TREATMENT OCCUPATIONAL AND EDUCATIONAL SERVICES FOR THE FORMER DRUG ABUSER IN NEW YORK CITY A MODEL FOR AN OCCUPATIONAL AND EDUCATIONAL INFORMATION REFERRAL SERVICE AND AN EMPLOYMENT SERVICE. FEB 73
LEVY, STEPHEN J.;EUKER, CAROL
TRAINING FOR LIVING INST., NEW YORK, N.Y. NEW YORK STATE EDUCATION DEPT., ALBANY. BUREAU OF OCCUPATIONAL EDUCATION RESEARCH.
CONTRACT NO. 87
REHABILITATION PROGRAMS, DRUG ADDICTION, EMPLOYMENT SERVICES, MODELS, EDUCATIONAL THERAPY, VOCATIONAL REHABILITATION, VOCATIONAL COUNSELING, JOB PLACEMENT, SOCIAL SERVICES, REFERRAL, INTERAGENCY COORDINATION, NEW YORK CITY
DRUG REHABILITATION PROGRAMS IN NEW YORK CITY ENCOMPASS EVERY FORM OF TREATMENT MODALITY TO BE FOUND IN THE FIELD. AS OF SEPTEMBER 1972, APPROXIMATELY 50,000 ADDICTS WERE BEING TREATED. ESTIMATES OF THE TOTAL NUMBER OF ADDICTS IN NEW YORK CITY RANGE FROM 150,000 TO 300,000. THERE IS LITTLE COORDINATION AMONG THE VARIOUS GOVERNMENTAL AND PRIVATE TREATMENT AGENCIES, AND THEY ALL COMPETE FOR THE SAME FUNDS. THE MAJORITY OF NEW YORK CITY ADDICTS AND EX-ADDICTS COME FROM MINORITY GROUPS, WITH LOW ACADEMIC ACHIEVEMENT, LOW JOB SKILLS, AND OFTEN WITH A CRIMINAL HISTORY. THIS IS THE PRINCIPAL TARGET POPULATION FOR IN-TREATMENT AND POST-TREATMENT EDUCATIONAL AND OCCUPATIONAL CONCERNS. TWO MODELS FOR AN INTERFACE AMONG EDUCATION, EMPLOYMENT, AND TREATMENT ARE PRESENTED, ONE FOR AN OCCUPATIONAL AND EDUCATIONAL INFORMATION REFERRAL SERVICE FOR TREATMENT PROGRAMS AND THE OTHER FOR AN EMPLOYMENT SERVICE. THE DELIVERY SYSTEM FOR THE TWO MODELS WOULD BE AN INDEPENDENT NONPROFIT AGENCY DESIGNED TO SERVE AS AN INTERMEDIARY BETWEEN THE TREATMENT PROGRAMS AND THE EDUCATIONAL AND OCCUPATIONAL INSTITUTIONS. RELEVANT DATA WOULD BE HANDLED BY A COMPUTER SYSTEM AND SUGGESTIONS FOR IMPLEMENTATION ARE GIVEN ALONG WITH AN ESTIMATED BUDGET. (MF)
AIM/ARM: VT020352

3742 POST-GARDNER-DENVER DEVELOPMENTS IN ARBITRATION LAW 1975
AKSEN, G.
PROCEEDINGS OF NATIONAL ACADEMY OF ARBITRATORS, APRIL-MAY 1975, P. 24-36.
ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LEGISLATION, LITIGATION, MINORITIES
THE GARDNER-DENVER DEVELOPMENT WILL NOT SIGNAL THE DEMISE OF COLLECTIVE BARGAINING AS

(CONT.)
3742 THE MOST SUCCESSFUL METHOD OF PRIVATE DISPUTE SETTLEMENT. LABOR ARBITRATION HAS NOT ONLY SURVIVED ADVERSE COURT RULINGS BUT HAS ACTUALLY INCREASED IN USAGE. SEVERAL SUPREME COURT RULINGS RELATED TO ARBITRATION USE IN DISCRIMINATION DISPUTES ARE DISCUSSED.
MGMT: NAA7500024

3743 POST-GARDNER-DENVER DEVELOPMENTS IN THE ARBITRATION OF DISCRIMINATION CLAIMS 1975
NEWMAN, W.
PROCEEDINGS OF NATIONAL ACADEMY OF ARBITRATORS, APRIL-MAY 1975, P. 36-59.
ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LEGISLATION, MINORITIES, WAGES
IMPARTIAL ARBITRATION IS THE MOST DESIRABLE FORUM FOR THE RESOLUTION OF CLAIMS OF DISCRIMINATION. THE HISTORY OF ARBITRATION OF DISCRIMINATION GRIEVANCES HAS BEEN GRIM FOR THE DISCRIMINATEE. ARBITRATORS CAN STRENGTHEN THE INSTITUTION OF ARBITRATION AS WELL AS COLLECTIVE BARGAINING. ARBITRATORS SHOULD BE WILLING TO APPLY LAWS AND STATUTES IN RESOLVING DISPUTES AND FASHIINING REMEDIES. CONVERSION OF ARBITRATION TO TRIBUNALS MAY NOT BE FRUITFUL.
MGMT: NAA7500036-2

3744 POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOW-UP EVALUATION OF INSTITUTIONAL TREATMENT. FINAL TECHNICAL REPORT. FEB 74
JENKINS, W. O.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 75P.
ADULT EDUCATION, BEHAVIOR, BEHAVIORAL SCIENCE RESEARCH, BEHAVIOR PATTERNS, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, FOLLOWUP STUDIES, PREDICTIVE ABILITY (TESTING), PRISONERS, PROGRAM EVALUATION, REHABILITATION PROGRAMS, VOCATIONAL EDUCATION, LAW ENCOUNTER SEVERITY SCALE, TOKEN ECONOMY
THIS REPORT DESCRIBES AN EIGHTEEN-MONTH POSTRELEASE FOLLOWUP OF 142 YOUNG MALE OFFENDERS RELEASED FROM DRAPER CORRECTIONAL CENTER IN ELMORE, ALABAMA. THE BASIC OBJECTIVES OF THE STUDY WERE THE ANALYSIS OF CRIMINAL BEHAVIOR AND THE EVALUATION OF INSTITUTIONAL TREATMENT PROGRAMS. MEN WHO HAD PARTICIPATED IN MANPOWER DEVELOPMENT AND TRAINING (MDT) WERE COMPARED WITH STATE TRADE SCHOOL TRAINEES, MEN FROM THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (EMLC) TOKEN ECONOMY STUDY, MEN WITH BOTH MDT TRAINING AND TOKEN ECONOMY TREATMENT, AND MEN WHO RECEIVED NO INSTITUTIONAL TREATMENT. A CRITERION FOR CRIMINAL BEHAVIOR WAS DEVELOPED. THE LAW ENCOUNTER SEVERITY SCALE (LESS) WHICH SERVED AS THE YARDSTICK FOR VALIDATING THE CAPACITY OF THE FOLLOWING INSTRUMENTS TO PREDICT LAW ENCOUNTERS AND RECIDIVISM. WHILE VOCATIONAL TRAINING AND ADULT EDUCATION APPEAR ESSENTIAL TO REHABILITATION OF THE CRIMINAL OFFENDER, DATA INDICATE THAT SUPPLEMENTAL TRAINING IN INTERPERSONAL SKILLS AND MONEY MANAGEMENT IS ALSO CRITICAL. (AUTHOR/DS)
ERIC: ED089127 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA, 22151 ($3.00)

3745 POSTANOVLENIE OB IZMENENII SROKA OBUCENIJA V SREDNIH OBSCEOBRAZOVATELNYH TRUDOVYH POLITEHICESKIH SKOLAH S PROIZOVOSTVENNYM OBUCENIEM: O MERAH DALNEJSEGO ULUCSENIJA RABOTY SREDNEJ OBSCEOBRAZOVATELNOJ SKOLY (TRANSLATION RESOLUTIONS CHANGING THE TERMS OF STUDIES IN SECONDARY GENERAL LABOUR POLYTECHNICAL SCHOOLS WITH PRODUCTION TRAINING: MEASURES FOR THE FURTHER IMPROVEMENT OF THE GENERAL SECONDARY SCHOOL). SEP 68
COMMUNIST PARTY OF THE SOVIET UNION, MOSKOW. CENTRAL COMMITTEE.; USSR COUNCIL OF MINISTERS, MOSCOW.
NOTES: 3P.
ABSTRACTS, ADMINISTRATIVE PRINCIPLES, CURRICULUM DEVELOPMENT, EDUCATIONAL IMPROVEMENT, EDUCATIONAL LEGISLATION, EDUCATIONAL PLANNING, FACILITY EXPANSION, MASS MEDIA, PUBLIC EDUCATION, SCHOOL SCHEDULES, SECONDARY EDUCATION, VOCATIONAL EDUCATION, UNION OF SOVIET SOCIALIST REPUBLICS
THIS DOCUMENT IS AN ENGLISH-LANGUAGE ABSTRACT (APPROXIMATELY 1,500 WORDS) OF A RESOLUTION OF THE SOVIET GOVERNMENT ADOPTED AT THE 22ND PARTY CONGRESS WHICH DETERMINED THE IMPROVEMENT OF PUBLIC EDUCATION IN THE USSR. ONE OF THE KEY POINTS WAS THE IMPLEMENTATION OF UNIVERSAL SECONDARY EDUCATION FOR ALL SCHOOL AGE CHILDREN AND EIGHT-YEAR SCHOOLING FOR WORKING YOUTH NOT RECEIVING SUCH AN EDUCATION. YOUNG PEOPLE WILL CONTINUE TO BE PROVIDED WITH GENERAL LABOR AND POLYTECHNICAL EDUCATION. GRADES 9, 10, AND 11 OF A NUMBER OF SCHOOLS WILL BE GIVING THEIR PUPILS A MORE THOROUGH THEORETICAL AND PRACTICAL GROUNDING IN MATHEMATICS AND COMPUTING TECHNIQUES, IN PHYSICS, IN CHEMISTRY, IN BIOLOGY, AND THE HUMANITIES. BY 1970, UNIVERSAL SECONDARY EDUCATION MUST BE COMPLETELY INTRODUCED. GREAT ATTENTION IS PAID TO CONCRETE MEASURES IN THE RESOLUTION TO IMPROVE CURRICULUM CONTENT. THE RESOLUTION ALSO ESTABLISHES THE MAXIMUM NUMBER OF HOURS OF COMPULSORY COURSES PER WEEK. VOCATIONAL GUIDANCE IS STRESSED FOR CAREER SELECTION IN ECONOMIC ENTERPRISES, COLLECTIVE FARMS, AND CULTURAL ENDEAVORS. A MORE RATIONAL DISTRIBUTION OF STUDIES IS SOUGHT DURING THE YEARS OF LABOR TRAINING. WIDE USE WILL BE MADE OF RADIO, TELEVISION, AND FILMS IN PUBLIC SCHOOLS. (AUTHOR/GDB)
ERIC: ED060381 AVAILABLE IN CEAS ABSTRACT SERIES NO. 1-4 (ED 060 227)

3746 POTENTIAL BIASES IN MEASURING MALE - FEMALE DISCRIMINATION 1975
POLACHEK, S.W.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.2, SPRING 1975, P. 205-229. BIBLIOG. 29
DECISION MODELS, DISCRIMINATION, EARNING POWER, EARNINGS, EDUCATION, HUMAN RESOURCE DEVELOPMENT, INVESTMENT, LABOR FORCE, LABOR MARKET, MODELING, SPECIALIZATION, WAGES,

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3746 WOMEN IN BUSINESS
WAGE RATES OF HUSBANDS AND WIVES AFFECTED IN OPPOSITE WAYS BY BEING MARRIED AND PARENTS.
MGMT: JHR7500295

3747 POTENTIAL CHANGE IN LABOR FORCE IN THE 1970-1980 DECADE FOR METROPOLITAN AND NON METROPOLITAN COUNTIES IN THE UNITED STATES SEP 76
BOWLES, GLADYS K.
PHYLON:37:3:263-282
RURAL URBAN DIFFERENCES, NATIONAL SURVEYS, LABOR FORCE, PREDICTION, DEMOGRAPHY, METROPOLITAN AREAS, STATISTICAL ANALYSIS, RESEARCH METHODOLOGY, LABOR SUPPLY, TREND ANALYSIS
PRESENTS SOME SUMMARY INFORMATION FROM THE CURRENT STUDY BY THE UNITED STATES DEPARTMENT OF AGRICULTURE AND THE UNIVERSITY OF GEORGIA. ATTENTION IS FOCUSED ON THE NEEDS FOR JOB DEVELOPMENTS IN NON METROPOLITAN AREAS IF TRADITIONAL MIGRATION PATTERNS ARE TO BE HALTED OR REVERSED AND THE PARTICULAR REQUIREMENTS FOR WOMEN IN THE FACE OF THEIR ANTICIPATED RISING LABOR FORCE PARTICIPATION. (AUTHOR/JM)
ERIC: EJ147397

3748 POTENTIAL MECHANIZATION IN THE FLUE-CURED TOBACCO INDUSTRY--WITH EMPHASIS ON HUMAN RESOURCE ADJUSTMENT. SEP 69
MCELROY, ROBERT C.;AND OTHERS
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 32P.
AGRICULTURAL LABORERS, AGRICULTURAL MACHINERY, AGRICULTURAL PRODUCTION, CHARTS, EMPLOYMENT TRENDS, FARMERS, FARM LABOR, FEDERAL PROGRAMS, LABOR DEMANDS, MANPOWER NEEDS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT, TOBACCO, SOUTHEASTERN STATES
LARGE NUMBERS OF PEOPLE ARE STILL EMPLOYED IN PRODUCTION, MARKETING, AND PROCESSING OF FLUE-CURED TOBACCO IN EIGHT AGRICULTURAL SUBREGIONS IN FIVE SOUTHEASTERN STATES. MECHANIZATION AND NEW TECHNOLOGY WHICH IS BEING INTRODUCED COULD RESULT IN SUBSTANTIAL ECONOMIC AND SOCIAL PROBLEMS UNLESS NEW ECONOMIC OPPORTUNITIES ARE DEVELOPED. HOWEVER, MECHANIZATION HAS BEEN SLOWED DOWN BY GOVERNMENT TOBACCO PROGRAMS, WHICH LIMIT ACREAGE AND PRODUCTION, AND BY THE UNCERTAIN DEMAND FOR FUTURE TOBACCO PRODUCTS. IN 1967, ABOUT 295 MILLION MAN-HOURS OF LABOR WERE NEEDED TO PRODUCE THE FLUE-CURED TOBACCO CROP, BUT IF CURRENT TECHNOLOGICAL METHODS WERE ADOPTED THIS COULD BE REDUCED BY ONE-HALF. A MECHANICAL HARVESTING SYSTEM REQUIRES A $52,000 OUTLAY FOR A 40-ACRE TRACT. MECHANIZATION WOULD AFFECT 84,000 COMMERCIAL TOBACCO FARMS WITH OVER 350,000 RESIDENTS. IN 1966 ABOUT 4.1 MILLION RESIDENTS RESIDED IN THE AREA UNDER STUDY. AS MECHANIZATION RELEASES FARM WORKERS FROM THEIR JOBS, GROWTH IN NONFARM EMPLOYMENT WILL BE NECESSARY TO PREVENT AN ECONOMIC RECESSION AND CONSIDERABLE OUTMIGRATION FROM THE AREA. (BC)
ERIC: ED054327 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (A983.28 169, $.65)

3749 POTENTIAL ROLE FOR INDUSTRIAL ENGINEERING IN THE HUMAN SERVICE DELIVERY SUBSYSTEM 1976
DREZNER, S.M.
AIIE TRANSACTIONS, VOL.8, NO.4, DEC 1976, P. 414-424. BIBLIOG. 20
COMMUNITY SERVICES, COST SAVING, DECISION MAKING, EFFICIENCY, INFORMATION SYSTEMS, MANAGEMENT, MEDICAL CARE INDUSTRY, SERVICE INDUSTRY
IMPROVEMENT IN MANPOWER ALLOCATION AND UTILIZATION WILL YIELD HIGHER EFFICIENCY AND ECONOMY. HUMAN SERVICE DELIVERY SYSTEMS ARE GROWING AND CHANGING AT A VERY RAPID PACE. I.E. CAN BE APPLIED IN THE AREAS OF PLANNING, ORGANIZING, OPERATING, CONTROLLING, COMMUNICATING AND MEETING INFORMATION NEEDS.
MGMT: AIE76L0414

3750 THE POUGHKEEPSIE SURVEY. A REPORT ON EMPLOYMENT AND UNEMPLOYMENT IN A TARGET AREA UNDER THE MODEL CITIES PROGRAM. 69
KUPER, IRVIN, ED.
NEW YORK STATE DEPT. OF LABOR, ALBANY. DIV. OF EMPLOYMENT.
NOTES: 23P.
CHARTS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT, FEDERAL PROGRAMS, INNER CITY, LABOR FORCE, TABLES (DATA), UNEMPLOYMENT, LABOR FORCE PARTICIPATION, MODEL CITIES, POUGHKEEPSIE
LOCATED IN THE HEART OF THE MID-HUDSON AREA, POUGHKEEPSIE IS IN ONE OF THE FASTEST GROWING REGIONS OF NEW YORK STATE, BUT THE CITY ITSELF HAS GROWN VERY LITTLE IN THE LAST FIVE DECADES. THE LOCAL MODEL CITIES AGENCY HAS CREATED A TARGET AREA WHICH INCLUDES MOST OF THE OLDER PART OF THE CITY. IN JULY 1967, THE POPULATION WAS 35,970. A TOTAL OF 25,400 OF THESE INDIVIDUALS WERE 16 YEARS OR OLDER AND ABOUT TWO-FIFTHS LIVED IN THE TARGET AREA. AROUND 3,400 OR 30 PERCENT OF THE RESIDENTS OF THE OLDER AREA WERE NONWHITE. LABOR FORCE PARTICIPATION RATES WERE HIGHER FOR NONWHITES THAN FOR WHITES, 69 AND 55 PERCENT, RESPECTIVELY. THE UNEMPLOYMENT RATE FOR THE POUGHKEEPSIE LABOR AREA WAS 2.5 PERCENT BUT WAS 11.6 PERCENT IN THE TARGET AREA. AN ESTIMATE WAS ALSO MADE FOR THE UNDEREMPLOYED WHICH REVEALED THAT THERE WERE 2,300 ADDITIONAL PEOPLE IN THE TARGET AREA WHO WERE NOT ABLE TO FIND SUITABLE WORK. COMBINED WITH THE UNEMPLOYMENT RATE, THIS YIELDED A RATE OF 27.6 PERCENT. (BC)
ERIC: ED057171

3751 POVERTY AND HUMAN RESOURCES ABSTRACTS. VOLUME 2, NUMBER 5, SEPTEMBER-OCTOBER 1967. 67
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
ABSTRACTS, ANNOTATED BIBLIOGRAPHIES, CAREER OPPORTUNITIES, DISADVANTAGED GROUPS, ECONOMIC DISADVANTAGEMENT, ECONOMICS, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT, HUMAN RESOURCES, INDIGENOUS PERSONNEL, JOB TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, NONPROFESSIONAL PERSONNEL, POLITICAL ISSUES, POVERTY PROGRAMS, WELFARE
THIS ISSUE OF THE JOURNAL CONTAINS THREE EXTENSIVE ARTICLES AND A LARGE NUMBER OF ABSTRACTS AND ANNOTATIONS OF SCHOLARSHIP ON ECONOMICS, EDUCATION AND OCCUPATIONAL TRAINING, EMPLOYMENT AND MANPOWER, MINORITY GROUPS AND THE DISADVANTAGED, POVERTY AND THE WELFARE SYSTEM, AND RELATED SUBJECTS. THE ARTICLES ARE--(1) ISSUES IN THE TRAINING OF THE NEW NONPROFESSIONAL, BY FRANK RIESSMAN, (2) CAN THE WAR ON POVERTY RISE ABOVE PARTISAN POLITICS, BY SAR A. LEVITAN, AND (3) NEW CAREERS--ONE SOLUTION TO POVERTY, BY ARTHUR PEARL. THIS PERIODICAL IS AVAILABLE FROM THE UNIVERSITY OF MICHIGAN, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106, FOR $6.00 LOOSELEAF, $7.50 BOUND. (LB)
ERIC: ED017547

3752 POVERTY AREAS OF OUR MAJOR CITIES. SPECIAL LABOR FORCE REPORT NUMBER 75. 66
HOLLAND, SUSAN S.:WETZEL, JAMES R.
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 9P.
COMPARATIVE ANALYSIS, DISADVANTAGED GROUPS, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PATTERNS, LABOR FORCE, NEGRO EMPLOYMENT, RACIAL DIFFERENCES, SOCIAL DIFFERENCES, UNEMPLOYMENT, URBAN AREAS, URBAN SLUMS
THE EMPLOYMENT SITUATION OF NEGRO AND WHITE WORKERS IN METROPOLITAN AREAS WAS COMPARED BY USING DATA COLLECTED IN THE MARCH 1966 CURRENT POPULATION SURVEY. POVERTY TRACTS IN THE LARGE METROPOLITAN AREAS WERE IDENTIFIED, AND EMPLOYMENT CHARACTERISTICS OF PERSONS LIVING THERE WERE COMPARED WITH THOSE OF CITY DWELLERS OUTSIDE THE POVERTY TRACTS. SOME FINDINGS WERE -- (1) THE AVERAGE UNEMPLOYMENT RATE FOR WORKERS IN POVERTY AREAS WAS 7.5 PERCENT, ABOUT DOUBLE THE RATE FOR THE UNITED STATES AS A WHOLE, (2) THE TEENAGE UNEMPLOYMENT RATE IN POVERTY AREAS WAS NEARLY 25 PERCENT, (3) IN THE BIG CITIES OF AMERICA, MORE THAN HALF THE NEGROES BUT ONLY ONE-TENTH OF THE WHITES LIVE IN POVERTY AREAS, (4) IN SEVERAL RESPECTS, THE EMPLOYMENT SITUATION OF WHITE WORKERS IN POVERTY AREAS WAS BETTER THAN THAT OF NEGRO WORKERS NOT LIVING IN POVERTY AREAS, (5) POVERTY AREA DWELLERS, NEGROES IN PARTICULAR, WERE CONCENTRATED IN LESS SECURE, LESS DESIRABLE, AND LESS REWARDING JOBS THAN THEIR COUNTERPARTS IN THE MORE AFFLUENT PARTS OF THE CITY, (6) OLD AGE AND SERIOUS DISABILITY WERE IMPORTANT FACTORS HOLDING WHITE MEN OUT OF THE LABOR FORCE AND KEEPING THEM IN POVERTY AREAS, WHILE AMONG NEGROES SERIOUS DISABILITY APPEARED TO BE THE KEY FACTOR, AND (7) AS OF MARCH 1966, A MINIMUM OF 260,000 ADDITIONAL JOBS WOULD HAVE BEEN REQUIRED TO REDUCE THE POVERTY AREA UNEMPLOYMENT RATES TO THE LEVEL OF THOSE OF WHITE RESIDENTS IN NONPOVERTY AREAS. THIS DOCUMENT APPEARED IN THE MONTHLY LABOR REVIEW, OCTOBER 1966. (ET)
ERIC: ED014606

3753 POVERTY ON THE LAND - IN A LAND OF PLENTY. 65
MYERS, ROBIN, COMP.
NATIONAL ADVISORY COMMITTEE ON FARM LABOR, NEW YORK, N.Y.
NOTES: 65P.: REPORT ON THE PUBLIC HEARINGS HELD BY THE NATIONAL ADVISORY COMMITTEE ON FARM LABOR, WASHINGTON, D.C., MAY 18-19, 1964
AGRICULTURAL LABORERS, AUTOMATION, FEDERAL AID, FEDERAL PROGRAMS, LABOR UNIONS, LOW INCOME GROUPS, MIGRANT CHILDREN, MIGRANT WORKERS, POVERTY RESEARCH, RURAL AREAS, SHARECROPPERS, WAGES, WELFARE
THE PROBLEMS OF AGRICULTURAL LABORERS WERE DISCUSSED IN THIS REPORT ON THE PUBLIC HEARINGS HELD BY THE NATIONAL ADVISORY COMMITTEE ON FARM LABOR. PROBLEMS HERE IDENTIFIED IN THE AREAS OF WAGES OF FARM WORKERS, LABOR STANDARDS AND LABOR SHORTAGES, WELFARE, MARGINAL FARMERS, FEDERAL AID, PUBLIC ASSISTANCE IN RURAL AREAS, FAMILY FARMERS, AND THE MONOPOLY OF LAND AND WATER. THE MAJOR CONCLUSION WAS THAT THERE IS A NEED FOR TOTAL COMMITMENT TO THE WAR ON POVERTY AMONG THE MIGRANTS AND OTHER FARM WORKERS. TWENTY-THREE RECOMMENDATIONS MADE BY THE NATIONAL ADVISORY COMMITTEE IN LIGHT OF THE HEARINGS WERE IN THE AREAS OF LEGISLATION TO AID THE FARM WORKER AND FAMILY FARMER, LEGISLATION TO AID THE RURAL POOR, GOVERNMENT ACTION TO AID THE FARM WORKER AND FAMILY FARMER, AND GOVERNMENT ACTION TO AID THE RURAL POOR. (PS)
ERIC: ED068207

3754 POVERTY-RELATED TOPICS FOUND IN DISSERTATIONS A BIBLIOGRAPHY. 76
ONEILL, MARA, COMP.:AND OTHERS
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY.
NOTES: 77P.
AMERICAN INDIANS, ANNOTATED BIBLIOGRAPHIES, ATTITUDES, BILINGUAL EDUCATION, COMMUNITY INVOLVEMENT, CULTURALLY DISADVANTAGED, DOCTORAL THESES, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, ECONOMIC RESEARCH, GOVERNMENT ROLE, GUARANTEED INCOME, HUMAN SERVICES, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, NEGROES, OLDER ADULTS, POLITICS, POVERTY PROGRAMS, RURAL POPULATION, SOCIAL SERVICES, SOCIOECONOMIC INFLUENCES, WELFARE, WORKING WOMEN, CHICANOS
ARRANGED ALPHABETICALLY BY MAIN TOPIC. THIS BIBLIOGRAPHY CITES 322 DOCTORAL DISSERTATIONS, WRITTEN BETWEEN 1970 AND 1974, PERTAINING TO VARIOUS ASPECTS OF POVERTY. WHERE POSSIBLE, ANNOTATIONS HAVE BEEN WRITTEN TO PRESENT THE KERNEL IDEA OF THE WORK. IN MANY INSTANCES, ADDITIONAL SUBJECT HEADINGS WHICH REFLECT IMPORTANT SECONDARY THRUSTS ARE ALSO INCLUDED. TOPICS COVERED INCLUDE RURAL POVERTY: ACCESS AND DELIVERY OF SERVICES (I.E., FOOD, HEALTH, MEDICAL, SOCIAL, AND FAMILY PLANNING SERVICES):

(CONT.)
3754 EMPLOYMENT: HEALTH CARE: LEGAL SERVICES: PUBLIC WELFARE: ADOPTIONS, TRANSRACIAL: THE AGED: ANOMIE: ANTIPOVERTY PROGRAMS: ATTITUDES OF BLACKS, CONGRESSMEN, MINORITIES, RESIDENTS, RETAILERS, AND THE POOR: BILINGUAL-BICULTURAL EDUCATION: DISCRIMINATION IN EMPLOYMENT AND HOUSING: SOCIAL SERVICES: SOCIAL WELFARE: BLACKS, CHICANOS, AND PUERTO RICANS: PARTICIPATION OF POOR IN DECISION MAKING: POVERTY IN HISTORY: EDUCATION: COMMUNITY PARTICIPATION: CULTURE OF POVERTY: AND ATTITUDES TOWARD FERTILITY, SOCIAL SERVICES, WELFARE, AND THE POOR. AUTHOR AND SUBJECT INDICES ARE INCLUDED TO FACILITATE THE LOCATION OF A WORK. THE DISSERTATIONS ARE AVAILABLE AT THE INSTITUTIONS WHERE THE DEGREES WERE EARNED OR FROM UNIVERSITY MICROFILMS. (NQ)
ERIC: ED135540

3755 POWER LAWN MOWER ASSEMBLER (AGRIC. EQUIP.) 6-94.352--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRODUCTION TECHNICIANS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, POWER LAWN MOWER ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062405

3756 POWER-PLANT OPERATOR (ANY IND.) I 952.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, POWER MECHANICS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, POWER PLANT OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061311

3757 THE POWER-RESPONSIBILITY EQUATION: A SECOND LOOK FOR THE SMALL BUSINESS 1977
GULLETT, C.R.: POWELL, J.D.
UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.29, NO.1, JAN 1977, P. 7-10.
CONSUMER PROTECTION, EEO, GOVERNMENT REGULATION, POLLUTION, PRODUCT SAFETY, PUBLIC RELATIONS, SOCIAL RESPONSIBILITY, UNIONS
EXAMINES MAJOR AREAS OF INTEREST IN SOCIAL RESPONSIBILITY FOR CORPORATIONS AND CONCLUDES THAT SMALL BUSINESSES HAVE MORE RESPONSIBILITIES THAN POWER. COLLECTIVE ACTION AND INFORMATION SHARING ARE THE ANSWER.
MGMT: UM977A0007

3758 PRACTICAL GUIDE TO CONFERENCE LEADERSHIP. 66
MORGAN, JOHN S.
BEHAVIOR PROBLEMS, CASE STUDIES (EDUCATION), COMMUNICATION (THOUGHT TRANSFER), CONFERENCES, DISCIPLINE PROBLEMS, DISCUSSION GROUPS, GROUP DISCUSSION, HUMAN RELATIONS, INDUSTRIAL TRAINING, INTERPERSONAL RELATIONSHIP, LEADERS GUIDES, LEADERSHIP, LEADERSHIP QUALITIES, MANAGEMENT DEVELOPMENT, MEETINGS, PLANNING MEETINGS, PROBLEM SOLVING, QUESTIONING TECHNIQUES, ROLE PLAYING, SUPERVISORY TRAINING, TEACHING METHODS, TRAINING
THIS GUIDE TO CONFERENCE LEADERSHIP BEGINS WITH A CHAPTER ON LEADERSHIP PSYCHOLOGY AND GOES ON TO PRESENT OUTLINES FOR RUNNING CONFERENCES. THE LEADER PREPARES FOR THE MEETING BY COLLECTING FACTS ON THE SUBJECT, PREPARING AN OUTLINE, KNOWING THE PARTICIPANTS, MAKING PHYSICAL ARRANGEMENTS, AND WRITING THE TENTATIVE SUMMARY. IN THE CONFERENCE HE USES SUCH DISCUSSION TOOLS AS THE QUESTION AND VISUAL AIDS AND HELPS THE GROUP

(CONT.)
3758 SUMMARIZE. INSTRUCTIONS FOR MAKING A RECORD OF THE CONFERENCE ARE GIVEN. DEALING WITH PROBLEM PEOPLE (INCLUDING THE POOR TALKERS, THE DISSENTERS, AND THE UNDISCIPLINED) INVOLVES SPOTTING THEM IN ADVANCE, MANAGING THE MEETING TO AVOID DEVELOPING THEM, AND KNOWING TECHNIQUES FOR COPING WITH THEM. DIRECTIONS FOR LEADING THE FOUR TYPES OF CONFERENCES--PLANNING, INFORMATIVE, PROBLEM SOLVING, AND TRAINING CONFERENCES--ARE GIVEN. IN A CHAPTER ON TEACHING BY THE CONFERENCE METHOD, TRAINING SESSIONS ON WORK, SUPERVISORY, AND MANAGEMENT TECHNIQUES, AND EVALUATION ARE OUTLINED, INCLUDING USE OF THE CASE STUDY METHOD, ROLE PLAYING, AND REFRESHER AND SENSITIVITY TRAINING. (THIS DOCUMENT IS AVAILABLE FROM MCGRAW-HILL BOOK COMPANY, NEW YORK. (AJ)
ERIC: ED014646

3759 A PRACTICAL GUIDE TO EMPLOYING THE LOW-SKILLED, DISADVANTAGED WORKER FEB 73
ROGERS, DAVID J.:SILVERSTEIN, CHARLES
YOUNG MENS CHRISTIAN ASSOCIATION OF THE UNITED STATES OF AMERICA, CHICAGO, ILL. MANPOWER PROJECT.
CONTRACT NO. DL-82-15-70-11
NOTES: SUPPLEMENTARY REPT. 96P
MANPOWER UTILIZATION, UNSKILLED WORKERS, UNSKILLED WORKERS, EMPLOYMENT, JOB RETENTION, DISADVANTAGED GROUPS, OMPER
THE REPORT SUPPLEMENTS THE YMCA MANPOWER PROJECT FINAL REPORT. (PB-221 304) THE FINAL REPORT DISCUSSED PROBLEMS ENCOUNTERED IN SEEKING COMPANY INVOLVEMENT, AND PROBLEMS AND RECOMMENDATIONS EVOLVING FROM IN-COMPANY ACTIVITIES THIS GUIDE IS INTENDED AS A HANDBOOK FOR COMPANY PERSONNEL AND GOVERNMENT AGENCIES THAT ARE INTERESTED IN IMPROVING THE CHANCES THAT LOW-LEVEL PERSONNEL, ESPECIALLY THOSE FROM DISADVANTAGED BACKGROUNDS, WILL DO WELL IN EMPLOYMENT. IT NOTES THE DISCUSSIONS THAT TOOK PLACE IN A 2-YEAR SERIES OF CONFERENCES WITH EMPLOYER AND UNION REPRESENTATIVES ON PRACTICAL WAYS OF KEEPING LOW-SKILLED WORKERS PRODUCTIVELY ON THE JOB. IT COVERS MANPOWER SELECTION AND ORIENTATION, SUPPORTIVE SERVICES, TRAINING, MOTIVATION, SUPERVISION, AND HIGHER MANAGEMENTS ROLE.
NTIS: PB-221 965/7 NTIS PRICES PC$7.00/MF$1.45

3760 A PRACTICAL GUIDE TO EMPLOYING THE LOW-SKILLED, DISADVANTAGED WORKER. SUPPLEMENTARY REPORT. FEB 73
ROGERS, DAVID J.:SILVERSTEIN, CHARLES
YMCA OF METROPOLITAN CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 96P.
DISADVANTAGED GROUPS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT QUALIFICATIONS, GUIDES, JOB SKILLS, JOB TENURE, JOB TRAINING, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MOTIVATION, ORIENTATION, PERSONNEL SELECTION, SOCIAL SERVICES, WORK ENVIRONMENT
THE REPORT SUPPLEMENTS THE YMCA MANPOWER PROJECT FINAL REPORT (PB-221 304). THE FINAL REPORT DISCUSSED PROBLEMS ENCOUNTERED IN SEEKING COMPANY INVOLVEMENT, AND PROBLEMS AND RECOMMENDATIONS EVOLVING FROM IN-COMPANY ACTIVITIES THIS GUIDE IS INTENDED AS A HANDBOOK FOR COMPANY PERSONNEL AND GOVERNMENT AGENCIES THAT ARE INTERESTED IN IMPROVING THE CHANCES THAT LOW-LEVEL PERSONNEL, ESPECIALLY THOSE FROM DISADVANTAGED BACKGROUNDS, WILL DO WELL IN EMPLOYMENT. IT NOTES THE DISCUSSIONS THAT TOOK PLACE IN A 2-YEAR SERIES OF CONFERENCES WITH EMPLOYER AND UNION REPRESENTATIVES ON PRACTICAL WAYS OF KEEPING LOW-SKILLED WORKERS PRODUCTIVELY ON THE JOB. IT COVERS MANPOWER SELECTION AND ORIENTATION, SUPPORTIVE SERVICES, TRAINING, MOTIVATION, SUPERVISION, AND HIGHER MANAGEMENTS ROLE. (AUTHOR)
ERIC: ED083373 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 965, MF $1.45, HC $7.00)

3761 PRACTICAL NURSES FIVE YEARS AFTER GRADUATION. NURSE CAREER-PATTERN STUDY. 70
KNOPF, LUCILLE:AND OTHERS
NATIONAL LEAGUE FOR NURSING, NEW YORK, N.Y. ESSO EDUCATION FOUNDATION.
NOTES: 84P.
AGE, CHILDREN, EMPLOYMENT PATTERNS, GRADUATE SURVEYS, HEALTH OCCUPATIONS EDUCATION, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LONGITUDINAL STUDIES, MARITAL STATUS, OCCUPATIONAL CHOICE, PRACTICAL NURSES, VOCATIONAL FOLLOWUP
TO PROVIDE DESCRIPTIVE DATA OF PRACTICAL NURSING MANPOWER AND DEVELOP HYPOTHESES BASED ON SIGNIFICANT RELATIONSHIPS BETWEEN RESPONSES ON THE QUESTIONNAIRES, THE NATIONAL LEAGUE FOR NURSING UNDERTOOK A LONGITUDINAL STUDY OF MEN AND WOMEN WHO ENTERED NURSING SCHOOL IN THE FALL OF 1962. DATA WERE OBTAINED BY A SERIES OF QUESTIONNAIRES WHICH HAD BEEN COMPLETED AT ENTRANCE TO THE PROGRAM, UPON GRADUATION, AND 1 YEAR AND 5 YEARS AFTER GRADUATION. THOUGH DATA FROM PREVIOUS SURVEYS ARE SUMMARIZED, THE MAIN PORTION OF THE REPORT CONCERNS THE FINDINGS 5 YEARS AFTER GRADUATION. AGE, MARITAL STATUS, AND NUMBER OF CHILDREN WERE FOUND TO BE CLOSELY RELATED TO THE WORKING STATUS OF THOSE RESPONDENTS WHO REMAINED IN THE WORK FORCE AFTER 5 YEARS. IT WOULD APPEAR THAT THE YOUNGER PARTICIPANTS WERE AT ENTRANCE, THE MORE LIKELY THEY WERE TO WITHDRAW FROM THE WORK FORCE DURING THE 5 YEARS AFTER GRADUATION. FAMILY INCOME REPORTED BY ENTERING STUDENTS WAS STATISTICALLY RELATED TO WORKING STATUS, WITH THE YOUNGEST GROUP AT ENTRANCE COMING FROM FAMILIES WITH HIGHER INCOMES. THE SOCIAL INDEX AND WORKING STATUS OF THE HUSBAND WERE ALSO RELATED TO THE WIFES EMPLOYMENT. RECOMMENDATIONS ARE PROVIDED, AND A DISCUSSION OF THE METHODOLOGY AND SAMPLE QUESTIONNAIRE ARE APPENDED. A RELATED REPORT IS AVAILABLE AS ED 026 510. (SB)
ERIC: ED047096 NATIONAL LEAGUE FOR NURSING, 10 COLUMBUS CIRCLE, NEW YORK, N.Y. 10019

(CONT.)
3751 (PUB NO. 19-1339, $3.00)

3752 PRE-APPRENTICESHIP TRAINING FOR DISADVANTAGED YOUTH A COST-BENEFIT STUDY OF TRAINING BY PROJECT BUILD IN WASHINGTON, D.C. MAY 70
ROBERTS, MARKLEY
AMERICAN UNIV., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 475P.; PH.D. DISSERTATION; AMERICAN UNIVERSITY
APPRENTICESHIPS, COST EFFECTIVENESS, DISADVANTAGED YOUTH, EDUCATIONAL PROGRAMS, INNER CITY, NEGROES, OUT OF SCHOOL YOUTH, TRADE AND INDUSTRIAL EDUCATION, PROJECT BUILD
THIS STUDY FOCUSES ON THE BENEFITS AND COSTS OF PREAPPRENTICESHIP INSTITUTIONAL TRAINING AIMED AT REDUCING THE EMPLOYMENT PROBLEMS OF MALE INNER CITY NEGRO YOUTHS. USING A SAMPLE OF 195 YOUTHS IN PROJECT BUILD, INCLUDING 110 GRADUATES, 20 DROPOUTS, AND 65 APPLICANTS WHO WERE NOT ACCEPTED, INTERVIEWS WERE CONDUCTED TO GATHER DATA ON INDIVIDUAL CHARACTERISTICS AND EMPLOYMENT SUCCESS. COMPARISON OF THE TOTAL BENEFITS AND COSTS TO THE INDIVIDUAL AND TO SOCIETY SHOWS THAT THE TRAINING PROGRAM IS A WORTHWHILE INVESTMENT WHICH CAN HELP HARD-CORE DISADVANTAGED YOUTH TO ENTER APPRENTICESHIP PROGRAMS, WITH BENEFITS FAR GREATER THAN THE COST OF TRAINING. (BH)
ERIC: ED051368 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 864, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

3753 THE PRE-RETIREMENT YEARS A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF MEN. VOLUME TWO. JAN 70
PARNES, HERBERT S.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 122P.
CAUCASIANS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, LONGITUDINAL STUDIES, MALES, NEGROES, OCCUPATIONAL MOBILITY, OLDER ADULTS, RACIAL DIFFERENCES, STATISTICAL DATA, TABLES (DATA), TRAINING
THIS LONGITUDINAL STUDY EXAMINED THE CHARACTERISTICS OF MEN 45-59 YEARS OF AGE WHICH APPEARED TO BE MOST IMPORTANT IN EXPLAINING VARIATIONS IN LABOR FORCE PARTICIPATION, UNEMPLOYMENT EXPERIENCE, AND VARIOUS TYPES OF LABOR MOBILITY. IN 1966, INTERVIEWS WERE CONDUCTED WITH 5,000 CIVILIAN MEN BETWEEN 45 AND 59 YEARS OF AGE. THIS REPORT COVERS THE SECOND PHASE OF THE 5-YEAR STUDY WHICH DESCRIBED MAGNITUDE OF PATTERNS OF CHANGE. OF THE 5,030 MEMBERS INTERVIEWED IN 1966, FEWER THAN 300 WERE NOT REINTERVIEWED IN 1967. THE LARGEST CHANGE WHICH OCCURRED IN TERMS OF PERSONAL CHARACTERISTICS WAS THE HEALTH OF THE RESPONDENTS. ABOUT ONE-FIFTH REPORTED SOME CHANGE BETWEEN THE FIRST TWO INTERVIEWS. NOT MUCH CHANGE WAS REPORTED IN LABOR AND EMPLOYMENT STATUS. DURING THE YEAR, NET CHANGE FOR WHITES AND NEGROES WAS A 0.7 AND 2.4 PERCENT DECLINE IN EMPLOYMENT. ALTHOUGH MEN IN THIS AGE GROUP USUALLY HAD STABLE JOB ATTACHMENTS, JOB CHANGING DURING THE YEARS WAS BY NO MEANS NEGLIGIBLE. ONE IN TEN WORKED FOR A DIFFERENT EMPLOYER IN 1967. INTERVIEW SCHEDULES, A GLOSSARY, AND SAMPLING, INTERVIEWING, AND ESTIMATING PROCEDURES ARE APPENDED. A REPORT ON THE INITIAL INTERVIEWS OF THE STUDY IS AVAILABLE AS ED 026 525 (RIE JUNE 1969). (BC)
ERIC: ED039331

3754 THE PRE-RETIREMENT YEARS A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN. VOLUME THREE. AUG 72
PARNES, HERBERT S.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 151P.
COLLECTIVE BARGAINING, EMPLOYMENT EXPERIENCE, FAMILY CHARACTERISTICS, FAMILY INCOME, HUMAN RESOURCES, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, LABOR MARKET, LONGITUDINAL STUDIES, MALES, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PHYSICAL HEALTH, RETIREMENT, TABLES (DATA), UNEMPLOYMENT, WAGES, WORK ATTITUDES, LABOR FORCE PARTICIPATION
THIS IS THE THIRD PROGRESS REPORT ON A 5-YEAR LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF A NATIONAL SAMPLE OF MIDDLE-AGED MEN. THE SUBJECTS WERE INTERVIEWED FOR THE FIRST TIME IN THE SUMMER OF 1966 WHEN THEY WERE BETWEEN 45 AND 59 YEARS OF AGE. TWELVE MONTHS LATER THE SAMPLE WAS REINTERVIEWED. DATA FROM THESE TWO SURVEYS ARE PRESENTED IN TWO EARLIER MONOGRAPHS (ED 026 525 AND ED 039 331). THE PRESENT REPORT UTILIZES DATA COLLECTED BY MEANS OF A MAIL QUESTIONNAIRE IN MID-1968 AND BY PERSONAL REINTERVIEWS WITH THE SAMPLE IN MID-1969, WHICH HELPED TO DESCRIBE THE MAGNITUDE AND PATTERNS OF CHANGE IN THE STATUS OF THE RESPONDENTS THAT HAVE OCCURRED OVER THE FIRST 3 YEARS OF THE STUDY AND TO IDENTIFY SOME OF THE CAUSES AND CONSEQUENCES OF THESE CHANGES. AS IN THE TWO PREVIOUS REPORTS, ANALYSIS IS BASED EXCLUSIVELY ON CROSS-TABULATIONS OF THE DATA. THE FIVE CHAPTERS OF THE REPORT ARE (1) CHANGES IN PERSONAL AND FAMILY CHARACTERISTICS, (2) LONGITUDINAL MEASURES OF LABOR FORCE PARTICIPATION AND UNEMPLOYMENT, (3) JOB CHANGES, (4) COLLECTIVE BARGAINING COVERAGE AND HOURLY RATE OF PAY, AND (5) SUMMARY AND CONCLUSIONS. (AUTHOR/JS)
ERIC: ED068692

3755 THE PRE-RETIREMENT YEARS A LONGITUDINAL STUDY OF THE LABOR MARKET OF THE COHORT OF MEN 45-59 YEARS OF AGE. VOL.I. OCT 68
PARNES, HERBERT S., AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION

(CONT.)
3765 (DOL), WASHINGTON, D.C.
NOTES: 303P.
ADULTS, ECONOMIC FACTORS, EMPLOYEE ATTITUDES, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, FAMILY CHARACTERISTICS, HEALTH CONDITIONS, INDIVIDUAL CHARACTERISTICS, JOB SATISFACTION, JOB TENURE, LABOR ECONOMICS, LABOR FORCE, MALES, OCCUPATIONAL MOBILITY, RETIREMENT, SOCIAL FACTORS, UNEMPLOYMENT, VOCATIONAL EDUCATION, WAGES, WORK ATTITUDES, NATIONAL LONGITUDINAL LABOR MARKET SURVEYS, NATIONAL LONGITUDINAL SURVEYS
PART OF THE NATIONAL LONGITUDINAL SURVEYS WHICH WILL ALSO EXAMINE THE LABOR MARKET EXPERIENCE OVER A 5-YEAR PERIOD OF WOMEN AGED 30-44 AND YOUNG MEN AND WOMEN 14-24 YEARS OF AGE, THIS FIRST REPORT ANALYZES A LARGE NUMBER OF ECONOMIC, SOCIAL, AND PSYCHOLOGICAL VARIABLES. IT SEEKS TO DESCRIBE AND EXPLAIN VARIATIONS IN THE LABOR MARKET POSITION OF THE MALES WHO WERE BETWEEN THE AGES OF 45-59 AT THE TIME OF THE INITIAL INTERVIEW IN MID 1966. FORTHCOMING ANNUAL SURVEYS OF THIS SAME COHORT WILL ALLOW ANALYSIS OF LABOR MARKET EXPERIENCE AND BEHAVIOR, INCLUDING MOBILITY, OVER TIME. DATA WERE DERIVED FROM PERSONAL INTERVIEWS WITH A MULTI-STAGE PROBABILITY SAMPLE OF 5,043 MALES IN THE CIVILIAN NONINSTITUTIONAL POPULATION. ATTITUDINAL MEASURES WERE INCLUDED IN THE QUESTIONNAIRE. SOME CONCLUSIONS WERE (1) THERE IS HARDLY A DIMENSION OF LABOR MARKET BEHAVIOR IN WHICH BLACK MEN AND WHITE MEN DO NOT DIFFER, ALTHOUGH THESE DIFFERENCES DISAPPEAR IN SOME CASES WHEN OCCUPATION IS CONTROLLED, AND (2) THE PRESENCE OF HEALTH PROBLEMS IS RELATED TO LOW LABOR FORCE PARTICIPATION, HIGH UNEMPLOYMENT, LOW COMMITMENT TO WORK, HIGH PROPENSITY TO RETIRE, LOW RATES OF PAY (EVEN WITHIN MAJOR OCCUPATION GROUPS), AND RELATIVELY MORE DISSATISFACTION WITH CURRENT JOB. NUMEROUS TABLES ARE INCLUDED. (ET)
ERIC: ED026525

3766 THE PRE-RETIREMENT YEARS FIVE YEARS IN THE WORK LIVES OF MIDDLE-AGED MEN. VOLUME 4. DEC 74
PARNES, HERBERT S.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 425P.; FOR RELATED DOCUMENTS, SEE ED 026 525, 039 331, AND 068 682
BEHAVIOR, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, LABOR MARKET, LIFE STYLE, LONGITUDINAL STUDIES, MALES, MIDDLE AGED, RESEARCH PROJECTS, SOCIAL CHANGE
THIS VOLUME EXAMINES A NUMBER OF FACETS OF THE LABOR MARKET EXPERIENCE AND BEHAVIOR OF MIDDLE-AGED MEN. IT IS BASED ON A UNIQUE SET OF LONGITUDINAL DATA COLLECTED BY PERSONAL INTERVIEWS AMONG THE SAME SAMPLE OF MEN IN 1966, 1967, 1969, AND 1971. THE DATA CONTAIN A COMPLETE RECORD OF THE LABOR MARKET ACTIVITY OF THE MEN OVER A FIVE-YEAR PERIOD, ALLOWING A LOOK AT BOTH THE ANTECEDENTS AND CONSEQUENCES OF PARTICULAR EVENTS AND COURSES OF ACTION. THE PAPERS IN THIS VOLUME DO NOT PURPORT TO ANALYZE ALL OF THE ASPECTS OF THE LABOR MARKET EXPERIENCE OF MIDDLE-AGED MEN, BUT RATHER FOCUS ON PARTICULAR PROBLEMS OR ASPECTS OF BEHAVIOR THAT HAVE SIGNIFICANT BEARING ON THE WELFARE OF THIS GROUP OF MEN. THE CHAPTER HEADINGS INCLUDE (1) EARNINGS AND EMPLOYMENT OF MIDDLE-AGED MEN--A SPECIAL STUDY OF THEIR INVESTMENT IN HUMAN CAPITAL: (2) MIDDLE-AGED JOB CHANGERS: (3) OCCUPATIONAL MOBILITY AMONG MIDDLE-AGED MEN: (4) EARLY RETIREMENT: AND (5) INTERNAL-EXTERNAL CONTROL AND LABOR MARKET EXPERIENCE. (AUTHOR/PC)
ERIC: ED108052

3767 PRE-TRIAL INTERVENTION THE MANHATTAN COURT EMPLOYMENT PROJECT OF THE VERA INSTITUTE OF JUSTICE. FINAL REPORT. 72
VERA INST. OF JUSTICE, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 79P.
CORRECTIONAL REHABILITATION, COURT CASES, COURT LITIGATION, COURTS, CRIMINALS, EXPERIMENTAL PROGRAMS, GROUP COUNSELING, INDIVIDUAL COUNSELING, INTERVENTION, JOB DEVELOPMENT, LEGAL PROBLEMS, LIFE STYLE, MANPOWER UTILIZATION, NONPROFESSIONAL PERSONNEL, PILOT PROJECTS, RECIDIVISM, VOCATIONAL DEVELOPMENT
THE FINAL REPORT OF AN EXPERIMENTAL PRE-TRIAL INTERVENTION PROGRAM OF INTENSIVE MANPOWER SERVICES (INDIVIDUAL AND GROUP COUNSELING AND JOB, TRAINING, OR ACADEMIC PLACEMENT WITH THE HELP OF CAREER DEVELOPERS) FOR SELECTED DEFENDANTS IN MANHATTAN COVERS THE PERIOD NOVEMBER 1967 THROUGH OCTOBER 1970. AFTER THREE YEARS AND 1,300 PARTICIPANTS, DISMISSALS RECOMMENDED BY THE PROJECT WERE BEING GRANTED IN 61 PERCENT OF THE CASES. THE PROJECT DEMONSTRATED THAT PRE-TRIAL COUNSELING AND CAREER DEVELOPMENT CAN BE INTRODUCED INTO AN EXISTING COURT SITUATION, THAT IT CAN EFFECT POSITIVE CHANGES IN THE LIFE-STYLES OF DEFENDANTS WITHIN A THREE-MONTH PERIOD RESULTING IN A LOWER RECIDIVISM RATE, AND THAT NONPROFESSIONALS (EXCONVICTS AND EXADDICTS) CAN BE RECRUITED AND TRAINED TO PERFORM EFFECTIVELY AS STAFF COUNSELORS. THE REPORT INCLUDES A PROJECT SUMMARY AND HISTORY OF THE OPERATION, AND AN EPILOGUE STATING THAT SINCE TERMINATION OF THE DEMONSTRATION PHASE OF THE PILOT PROJECT IT HAS BEEN INCORPORATED, HAS DOUBLED ITS SCOPE TO INCLUDE BROOKLYN AND THE BRONX, AND HAS CONTINUED TO RECEIVE THE SUPPORT OF THE CITY AND COURT. (MS)
ERIC: ED083388

3768 PRECISION LENS GRINDER (OPTICAL GOODS) 5-08.071--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OPTICS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OPTICAL LENS GRINDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

(CONT.)
3768 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069779

3769 PREDICTING GENERAL EDUCATION DEVELOPMENT (GED) TEST PERFORMANCE OF URBAN JOB CORPSMEN WIN 70
CARBUHN, WAYNE M.
EDUCATIONAL AND PSYCHOLOGICAL MEASUREMENT:30:4:993-98
EDUCATIONAL IMPROVEMENT, JOB TRAINING, NORMS, PREDICTIVE VALIDITY, PREDICTOR VARIABLES, TESTING, GENERAL EDUCATION DEVELOPMENT TEST, JOB CORPS
ERIC: EJ031116

3770 PREDICTING JOB SUCCESS SHATTERING OLD MYTHS JUL 77
LA LUZ:6:7:58-9,70
EQUAL OPPORTUNITIES (JOBS), JOB SATISFACTION, MYTHOLOGY, PREDICTION, SUCCESS FACTORS, EMPLOYMENT OPPORTUNITIES, EMPLOYER ATTITUDES, EMPLOYMENT QUALIFICATIONS, WORKING WOMEN
THROUGH PROPER JOB MATCHING AND THE SCRAPPING OF USELESS CRITERIA, MOST JOBS COULD BE FILLED BY PEOPLE UNEMPLOYED OR UNDEREMPLOYED WHO ARE ANXIOUS AND VERY CAPABLE OF FILLING THEM. (AUTHOR/NQ)
ERIC: EJ164845

3771 PREDICTING LENGTH OF STAY IN THE JOB CORPS DEC 75
PEER, GARY G.
JOURNAL OF EMPLOYMENT COUNSELING:13:4:164-172
EMPLOYMENT COUNSELORS, JOB TENURE, EMPLOYMENT POTENTIAL, PREDICTOR VARIABLES, TEST VALIDITY, RESEARCH PROJECTS, TEST INTERPRETATION, JOB CORPS
ISOLATED PSYCHOSOCIAL VARIABLES HAVING PREDICTIVE VALUE REGARDING ENROLLEE LENGTH OF STAY IN A JOB CORPS TRAINING CENTER. THE STANFORD ACHIEVEMENT TESTS PARAGRAPH-MEANING SUBTEST WAS A PREDICTOR TO THE DEPENDENT MEASURE AND PARAGRAPH MEANING AND THE MANIFEST-AGGRESSION SUBSCALE FROM THE JESNESS INVENTORY FORMED THE STRONGEST SET OF MULTIPLE PREDICTOR VARIABLES. (AUTHOR)
ERIC: EJ149907

3772 PREDICTION AND GUIDANCE. SEP 69
SHIMBERG, BENJAMIN
NOTES: 9P.
ABILITY, APTITUDE TESTS, DISADVANTAGED YOUTH, EDUCATIONAL COUNSELING, EDUCATIONAL DIAGNOSIS, GUIDANCE COUNSELING, INTELLIGENCE TESTS, INTERVENTION, MINORITY GROUPS, MULTIPLE CHOICE TESTS, PERFORMANCE, PREDICTIVE ABILITY (TESTING), SCREENING TESTS, TESTING PROBLEMS, TEST INTERPRETATION, TEST RESULTS, VOCATIONAL COUNSELING
PROBLEMS IN THE APPLICATION AND MISAPPLICATION OF TEST SCORES ARE DISCUSSED. TESTS HAVE BEEN USED TO ACHIEVE OPTIMUM USE OF RESOURCES RATHER THAN OPTIMUM DEVELOPMENT OF THE INDIVIDUAL. OR, THEY HAVE BEEN USED TO PREDICT A CHILDS ACHIEVEMENT RATHER THAN TO IDENTIFY HIS LEARNING DIFFICULTIES. THIS LATTER USE WOULD INDICATE WHEN AND WHERE INTERVENTION IN THE CHILDS EDUCATIONAL EXPERIENCE MIGHT BE SUCCESSFUL IN CHANGING HIS PREDICTED SCORE. PREDICTED SCORES CAN ALSO BE CHANGED BY TRAINING INDIVIDUALS TO TAKE TESTS SUCCESSFULLY. THE USE OF TEST SCORES TO MEASURE ABILITIES RELEVANT TO THE SKILLS REQUIRED FOR A GIVEN OCCUPATION IS CONSIDERED. FINALLY, NUMEROUS SUGGESTIONS ARE MADE WHICH WOULD AID COUNSELORS IN FULFILLING THEIR RESPONSIBILITIES. THESE INCLUDE PROVIDING THE INDIVIDUAL WITH INFORMATION CONCERNING AGENCIES AND ORGANIZATIONS WHICH COULD HELP HIM IMPROVE IN AREAS WHERE DEFICIENT, AND WITH ADEQUATE AND COMPREHENSIBLE DATA AIDING HIM TO MAKE DECISIONS THAT ARE CORRECT FOR HIM, BASED ON HIS VALUES AND GOALS AND NOT MERELY ON TEST SCORES AND RESULTING PREDICTIONS. THE RECENT GROWTH OF VOCATIONAL TECHNICAL INSTITUTIONS PROVIDES AN ALTERNATIVE TO THE PRESSURES FOR CONFORMITY THAT RESULT IN SO MANY STUDENTS ATTENDING FOUR-YEAR COLLEGES WHEN THEY WOULD PREFER SOME OTHER TYPE OF EDUCATION. (PR)
ERIC: ED044425

3773 PREDICTION MODELS FOR INSTITUTIONAL TRAINING PROGRAMS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT. JUN 71
TRUMBLE, ROBERT ROY
MINNESOTA UNIV., MINNEAPOLIS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 233P.: PH.D. DISSERTATION, UNIVERSITY OF MINNESOTA
EDUCATIONAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MATHEMATICAL MODELS, MODELS, PERSONNEL SELECTION, PREDICTOR VARIABLES, STATISTICAL ANALYSIS, SUCCESS FACTORS, MANPOWER DEVELOPMENT AND TRAINING ACT
EIGHT MODELS FOR MANPOWER UTILIZATION PROGRAMS WERE DEVELOPED THAT CAN INDICATE

(CONT.)
3773 VARIABLES WHICH DIFFERENTIATE SUCCESSFUL MANPOWER DEVELOPMENT AND TRAINING ACT TRAINEES FROM UNSUCCESSFUL ONES AND THAT SUGGEST PROGRAM MODIFICATIONS IN SELECTION, PLACEMENT, OR SERVICES. (AUTHOR)
ERIC: ED081366 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-200 453, MF $1.45, HC $3.00)

3774 THE PREDICTIVE VALIDITY OF A VOCATIONAL INTEREST INVENTORY--RAMAK SEVEN YEAR FOLLOW-UP JUN 74
BARAK, AZY; MEIR, ELCHANAN I.
JOURNAL OF VOCATIONAL BEHAVIOR;4;3;377-386
VOCATIONAL FOLLOWUP, JOB SATISFACTION, PREDICTIVE VALIDITY, TEST RELIABILITY, INTEREST TESTS, VOCATIONAL COUNSELING, FOLLOWUP STUDIES, RAMAK INVENTORY
THE PURPOSE OF THIS STUDY WAS TO TEST THE PREDICTIVE VALIDITY OF THE RAMAK--A VOCATIONAL INTEREST INVENTORY BASED ON ROES (1956) CLASSIFICATION OF OCCUPATIONS. IN THIS FOLLOW-UP, 81 PERCENT OF THE ORIGINAL SAMPLE, TESTED 7 YEARS EARLIER, WAS LOCATED. THE EFFECTIVENESS OF THE RAMAK IN VOCATIONAL COUNSELING IS EVALUATED. (AUTHOR)
ERIC: EJ102315

3775 PREDICTIVE VALIDITY OF GENERAL ABILITY TESTS WITH BLACK AND WHITE PSYCHIATRIC ATTENDANTS 1976
DISTEFANO, M.K. JR.; PRYER, M.W.; CRAIG, S.H.
PERSONNEL PSYCHOLOGY, VOL.29, NO.2, SUMMER 1976, P. 197-204. BIBLIOG. 17
DISCRIMINATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, MINORITIES
STUDY CONCERNED WITH ASSESSING THE DIFFERENTIAL VALIDITY OF SELECTION TESTS WITH PSYCHIATRIC ATTENDANT PERSONNEL.
MGMT: PPS76P0179

3776 PREDICTIVE VALIDITY OF INSTRUCTOR RATINGS IN A SKILL TRAINING SETTING JUN 74
TRIMMER, HARVEY W.
JOURNAL OF EMPLOYMENT COUNSELING;11;2;89-95
PREDICTIVE VALIDITY, TRAINEES, MANPOWER DEVELOPMENT, FEMALES, RATING SCALES, PREDICTION, TEACHERS, ETHNIC GROUPS
PREDICTIVE RATINGS OF TRAINEES IN A SKILL TRAINING SETTING BY THEIR INSTRUCTORS ARE COMPARED AND CONTRASTED WITH FIRST-LINE SUPERVISORY RATINGS OF THE SAME TRAINEES IN AN EMPLOYMENT SETTING. AN ETHNIC SUBGROUP ANALYSIS SUGGESTS SOME POSSIBLE DIFFERENCES IN TERMS OF RANGE AND VARIATIONS OF PREDICTION. (AUTHOR)
ERIC: EJ099033

3777 PREEMPLOYMENT PREPARATION FOR A YOUTH FORESTRY CAMP. FINAL REPORT. 27 JUN 75
GRIFFITHS, CAROL A.
BEAVER VALLEY INTERMEDIATE UNIT, MONACA, PA. PENNSYLVANIA RESEARCH COORDINATING UNIT FOR VOCATIONAL EDUCATION, HARRISBURG.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 45P.
CAREER EXPLORATION, OCCUPATIONAL INFORMATION, SELF CONCEPT, EMPLOYMENT INTERVIEWS, OCCUPATIONAL ASPIRATION, DISADVANTAGED YOUTH, MALES, VOCATIONAL DEVELOPMENT, CURRICULUM GUIDES, JOB APPLICATION, DELINQUENT REHABILITATION, SECONDARY EDUCATION, DECISION MAKING SKILLS
THIS COURSE OUTLINE WAS DEVELOPED AT THE RACCOON FORESTRY CAMP IN HOOKSTOWN, PENNSYLVANIA, TO AID IN THE VOCATIONAL DEVELOPMENT OF ADJUDICATED YOUTH. PART OF PENNSYLVANIAS TOTAL VOCATIONAL PROGRAM, IT IS INTENDED FOR USE WITH 13-17 YEAR OLD MALES. THE SEVEN UNITS WHICH COMPRISE THE COURSE INCLUDE CAREER RESOURCE CENTER ORIENTATION, A SELF AWARENESS EXPERIENCE, CAREER EXPLORATION, JOB SEARCH SKILLS, DECISIONMAKING, THE WORK EXPERIENCE, AND LIFE MANAGEMENT. THE FORMAT OF EACH UNIT CONSISTS OF BASIC ASSUMPTIONS, GOALS, BEHAVIORAL OBJECTIVES, CONTENT OF COURSE, AND SUGGESTED TEACHING PROCEDURES. IT IS INTENDED THAT THIS COURSE OUTLINE WILL BE OF USE TO TEACHERS, COORDINATORS, AND COUNSELORS IN THEIR ATTEMPTS TO INITIATE NEW CAREER PROGRAMS OR IMPROVE EXISTING ONES. TWO APPENDIXES PROVIDE REFERENCE LISTS OF FILMS AND MATERIALS. (AUTHOR/KH)
AIM/ARM: VT102617

3778 PREFERENTIAL REMEDIES FOR EMPLOYMENT DISCRIMINATION NOV 75
EDWARDS, HARRY T.; ZARETSKY, BARRY L.
MICHIGAN LAW REVIEW;74;1;1-47
EMPLOYMENT OPPORTUNITIES, AFFIRMATIVE ACTION, SEX DISCRIMINATION, RACIAL DISCRIMINATION, LEGAL PROBLEMS, CONSTITUTIONAL LAW, FEDERAL LEGISLATION, COURT LITIGATION, FEMALES, MINORITY GROUPS, CIVIL RIGHTS ACT OF 1964 TITLE VII, CIVIL RIGHTS ACT OF 1964
AN OVERVIEW OF THE PROBLEM OF PREFERENTIAL REMEDIES TO ACHIEVE EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN AND MINORITY GROUPS. CONTENDS THAT COLOR BLINDNESS WILL NOT END DISCRIMINATION BUT THAT SOME FORM OF COLOR CONSCIOUS AFFIRMATIVE ACTION PROGRAM MUST BE EMPLOYED. TEMPORARY PREFERENTIAL TREATMENT IS JUSTIFIED, ACCORDING TO THE AUTHOR, BY THE CONSTITUTION AND STATUTORY PROVISIONS. (JT)
ERIC: EJ141533

3779 A PRELIMINARY EXPLORATION OF OCCUPATIONS IN THE ARTS AND THE HUMANITIES. 76
HANSEN, MARY LEWIS; AND OTHERS
TECHNICAL EDUCATION RESEARCH CENTER, CAMBRIDGE, MASS. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9253

(CONT.)

3779 NOTES: 221P.; FOR RELATED DOCUMENTS SEE CE 010 734-744
CAREER LADDERS, CURRICULUM RESEARCH, EMPLOYMENT OPPORTUNITIES, FINE ARTS, HUMANITIES, JOB ANALYSIS, JOB SKILLS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, RESEARCH
SUMMARY INFORMATION ON ARTS AND HUMANITIES OCCUPATIONAL CLUSTERS, OBTAINING OCCUPATIONAL INFORMATION, CAREER LADDER AND LATTICE POSSIBILITIES, JOB PROJECTIONS, AND JOB COMPETENCIES FOR ARTS AND HUMANITIES CAREERS IS PRESENTED IN THIS REPORT OF RESEARCH, WHICH RESULTED IN A SERIES OF 11 ARTS AND HUMANITIES CAREER EXPLORATION RESOURCE GUIDES FOR GRADE 7-12 TEACHERS, COUNSELORS, AND STUDENTS. EACH CHAPTER INCLUDES SOME DISCUSSION OF RATIONALE AND METHODOLOGY AS WELL AS FINDINGS. CHAPTER 1 IS A DISCUSSION OF THE REDEFINITION OF THE ARTS AND HUMANITIES OCCUPATIONAL CLUSTERS. IT INCLUDES CHARTS OF THE ARTS AND HUMANITIES CLUSTERS IN RELATIONSHIP TO OTHER CLUSTERS: LISTS OF JOB TITLES FOR DANCE, THEATER AND MEDIA, MUSIC, VISUAL ARTS AND CRAFTS, WRITING, AND HUMANITIES: AND A TABLE WHICH LISTS FOR EACH JOB TITLE ITS FUNCTIONS OR SKILLS AND LEVEL OF EDUCATIONAL PREPARATION NECESSARY. CHAPTER 2 DESCRIBES THE METHODS USED TO OBTAIN OCCUPATIONAL INFORMATION ON THE VARIOUS JOBS AND PRESENTS THE OUTLINE GUIDE USED FOR GATHERING INFORMATION REGARDING JOB DESCRIPTION, SUPERVISION VS. AUTONOMY, TASKS AND ACTIVITIES, TIME, GEOGRAPHIC CONSIDERATIONS, QUALIFICATIONS, JOB ACQUISITION (CAREER LADDERS), OUTLOOK, INCOME, INFLUENCES ON CAREER CHOICE, ACTIVITIES AND EXPERIENCES, SETTING OR WORK ENVIRONMENT, OTHER FACTORS, UNREALISTIC EXPECTATIONS, FACTORS LEADING TO PARTICULAR JOB, JOB SATISFACTION, ADVICE FOR STUDENTS, AND CONFLICTS. CHAPTER 3 DEALS WITH EXAMINATION OF CAREER LADDER AND LATTICE POSSIBILITIES IN EACH OF THE ARTS AND HUMANITIES AREAS AND CHAPTER 4 WITH JOB PROJECTIONS IN EACH AREA. THE FINAL CHAPTER IS A DISCUSSION OF SUGGESTED COMPETENCIES FOR ARTS OCCUPATIONS AND FOR HUMANITIES OCCUPATIONS. (JT)
ERIC: ED137611 TECHNICAL EDUCATION RESEARCH CENTER, 44 BRATTLE STREET, CAMBRIDGE, MASSACHUSETTS 02138 ($10.00)

3780 PRELIMINARY FINDINGS IN THE SIZE DISTRIBUTION OF BLACK FAMILY INCOME 1975
HEMLEY, D.D.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 339-341; BIBLIOG. 12
ECONOMIC THEORY, ECONOMIC TRENDS, ECONOMICS, EDUCATION, ESTIMATION, HUMAN RESOURCE DEVELOPMENT, INCOME, INCOME DISTRIBUTION, LABOR FORCE, LABOR MARKET, MINORITIES, QUANTITATIVE METHODS, SOCIAL ISSUES, STATISTICS, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, UNITED STATES
PRESENTS PRELIMINARY RESULTS ON THE SIZE DISTRIBUTION OF BLACK FAMILY INCOME IN THE U.S. FROM 1963 THROUGH 1973 WITH THE PURPOSE OF ANALYZING THE MAGNITUDE OF THE SIZE DISTRIBUTION OF BLACK INCOME AS WELL AS STUDYING TRENDS IN THE MAGNITUDE OF THE SIZE OF BLACK FAMILY INCOME. BLACK FAMILY INCOMES HAVE SIGNIFICANTLY INCREASED OVER THE SAMPLE PERIOD. THE SIZE DISTRIBUTION OF BLACK FAMILY INCOMES HAVE REMAINED VIRTUALLY CONSTANT.
HGMT: ASA75HP339

3781 A PRELIMINARY REPORT ON THE PILOT STUDY THE EFFECT OF ADULT BASIC EDUCATION ON THE OCCUPATIONAL ADJUSTMENT AND ACCULTURATION OF THE LOW LITERATE ADULT. FEB 70
SHEARON, RONALD W.;PUDER, WILLIAM H.
NOTES: 33P.; PAPER PRESENTED AT THE ADULT EDUCATION RESEARCH CONFERENCE, MINNEAPOLIS, MINNESOTA, FEBRUARY 27-28, 1970
ADULT BASIC EDUCATION, BEHAVIOR CHANGE, CHANGING ATTITUDES, DISADVANTAGED GROUPS, EDUCATIONAL ATTITUDES, MEASUREMENT INSTRUMENTS, PROGRAM EVALUATION, RESEARCH, SELF CONCEPT, SOCIAL ADJUSTMENT, STUDENT TEACHER RELATIONSHIP, WORK ATTITUDES
A PILOT PHASE OF AN EVALUATIVE STUDY OF ADULT BASIC EDUCATION WAS INCLUDED TO DEVELOP AND EVALUATE DATA-GATHERING INSTRUMENTS TO MEASURE SOCIOPSYCHOLOGICAL VARIABLES BEARING ON LEVELS OF, AND POTENTIALS FOR, ADJUSTMENT: TO DESCRIBE PARTICIPANTS AND NONPARTICIPANTS BY THESE MEASURES AND ASSESS CHANGES OVER TIME: AND TO EXAMINE CHANGES IN POTENTIALS FOR ADJUSTMENT AND CERTAIN TEACHER VARIABLES. THE POPULATION STUDIED INCLUDED 360 ABE PARTICIPANTS AND 34 TEACHERS IN NORTH CAROLINA COMMUNITY COLLEGES AND TECHNICAL INSTITUTES, AND 30 NONPARTICIPANTS. BEFORE, AND AFTER ABOUT 60 HOURS OF INSTRUCTION, PARTICIPANTS AND CONTROLS WERE TESTED FOR EDUCATIONAL ACHIEVEMENT AND FOR CHANGES IN INTERNAL-EXTERNAL CONTROL, ANOMIA, WORK BELIEFS, AND ATTITUDES TOWARD EDUCATION, LAW AND ECONOMIC CONSERVATISM. PRELIMINARY EXAMINATION OF DATA SHOWS GAINS AND LOSS IN ACHIEVEMENT BY BOTH GROUPS, POSITIVE AND NEGATIVE CHANGES IN SELF-CONCEPT, DECREASE IN ANOMIA, IMPROVED ATTITUDES TOWARD EDUCATION AND WORK, AND IMPROVEMENT IN INTERNAL-EXTERNAL CONTROL. TESTING INSTRUMENTS WERE DISCOVERED TO BE NOT SUFFICIENTLY PRECISE FOR ACCURATE MEASUREMENT. IT WAS CONCLUDED THAT A LONGITUDINAL STUDY WOULD BE FEASIBLE IF THE INADEQUACIES OF CURRENT INSTRUMENTATION CAN BE CORRECTED. (AUTHOR/PT)
ERIC: ED036751

3782 PREPARACION, PROGRESO, PORVENIR (PREPARATION FOR PROGRESS TO THE FUTURE). 66
CALLEJO, RICARDO A.;STOUFFER, CLAYTON L.
NOTES: 176P.
DISADVANTAGED YOUTH, EDUCATIONAL TELEVISION, MOTIVATION, PILOT PROJECTS, PUBLIC RELATIONS, SPANISH SPEAKING, VOCATIONAL EDUCATION
THE OBJECTIVES OF THIS PILOT PROGRAM WERE TO (1) MOTIVATE DISADVANTAGED SPANISH-SURNAMED YOUTH TO ENTER EXISTING VOCATIONAL TRAINING PROGRAMS THROUGH THE USE OF NEW TELEVISION TECHNIQUES AND EQUIPMENT IN SAN FRANCISCO AND SAN JOSE, AND (2) DEVELOP A COMPREHENSIVE EVALUATION DESIGN WHICH WOULD RESULT IN A PROGRAM DEVELOPMENT HANDBOOK AND AN EXAMPLE PROGRAM THAT WOULD ALLOW DUPLICATION OF THE SERIES IN OTHER URBAN AREAS. THE PROGRAM SERIES PROPOSED WOULD NOT PROVIDE SPECIFIC ON-AIR TRAINING PROGRAMS BUT HIGHLY

(CONT.)
3782 EGO-SUPPORTIVE EXPERIENCES AND INFORMATION. THE MATERIALS TO BE DEVELOPED INCLUDE APPROXIMATELY 20 HIGHLY POLISHED TAPE OR FILM SPOT COMMERCIALS, AS MANY AS 35 PROGRAMS COMPRISED OF ONE TO SIX SUBJECT SEGMENTS, AND SELECTED ILLUSTRATION OF PROGRAMS. IN THE INVESTIGATORY PROJECT, PROGRAM GUIDELINES, AND SUBJECTS WERE COMPILED FROM INTERVIEWS WITH AUTHORITIES ON THE TARGET AUDIENCE, A QUESTIONNAIRE ADMINISTERED TO FIELD CONTACTS, A SURVEY OF YOUTHS IN THREE CITIES, AN IN-DEPTH RECORDED INTERVIEW SESSION, AND ADVICE FROM AN ADVISORY COMMITTEE. THE TYPES OF PROGRAMS CHOSEN WERE AUDIENCE PARTICIPATION AND THOSE DEALING WITH VALUES AND NEEDS, TEEN CULTURE, YOUTHS RELATION TO SOCIETY, AND THE USE OF MONEY. PROGRAMING WOULD USE TALENT FROM DIFFERENT ETHNIC GROUPS, A PROGRAM ANALYZER TO PRETEST EACH PROGRAM, AND PEER GROUP VIEWING AND DISCUSSION FORUMS TO TEST EFFECTIVENESS. PERIODIC SURVEYS WOULD EVALUATE AND COMPARE PROGRAMING IN THE TWO CITIES. THERE WAS NO SUPPORT AVAILABLE FOR THE IMPLEMENTATION OF THIS PROPOSAL. THE APPENDIXES, ABOUT 150 PAGES, CONTAIN PROGRAM GUIDELINES AND IDEAS, THE EQUIPMENT RATIONALE, PROPOSED BUDGET, ADVISORY COMMITTEE LIST, RESEARCH DESIGN, AND TARGET POPULATION STATISTICS. (WB)
AIM/ARM: VT002371

3783 PREPARATION FOR A DUAL ROLE HOMEMAKER-WAGE EARNER, WITH ADAPTATIONS TO INNER CITY YOUTH. FINAL REPORT. VOLUME I. JAN 71
DALRYMPLE, JULIA I., AND OTHERS
OHIO STATE UNIV., COLUMBUS.:PURDUE UNIV., LAFAYETTE, IND.:CORNELL UNIV., ITHACA, N.Y. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH
NOTES: 241P.
HOME ECONOMICS EDUCATION, HOMEMAKING EDUCATION, OCCUPATIONAL HOME ECONOMICS, EDUCATIONAL RESEARCH, STUDENT ATTITUDES, WORK ATTITUDES, EMPLOYMENT POTENTIAL, SELF CONCEPT, CURRICULUM DEVELOPMENT, WORKING WOMEN, ROLE PERCEPTION, DISADVANTAGED YOUTH, HOUSEWIVES, HIGH SCHOOL STUDENTS
TO DETERMINE THE EFFICACY OF TWO COURSES, ONE EMPHASIZING WAGE EARNING ASPECTS AND THE OTHER HOMEMAKING ASPECTS, IN PREPARING DISADVANTAGED YOUTH FOR THEIR DUAL ROLE OF WAGE EARNER-HOMEMAKER, CURRICULUM MATERIALS WERE TESTED WITH 139 STUDENTS IN EXPERIMENTAL AND 147 STUDENTS IN CONTROL GROUPS DURING THE 1968-69 SCHOOL YEAR. A BATTERY OF EVALUATION INSTRUMENTS WAS ADMINISTERED TO THE CONTROL AND EXPERIMENTAL GROUPS AT THE BEGINNING AND CONCLUSION OF THE COURSES AND AGAIN 1 YEAR LATER TO CHECK RETENTION OF LEARNING. RESULTS OF THE ANALYSIS OF DATA, ON THE BASIS OF THE SIGN TEST, T-TEST, AND CHI SQUARE TEST OF DIFFERENCES IN MEAN GAIN SCORES COMBIND WITH INFORMATION FROM TEACHERS, STUDENTS, ADMINISTRATORS, AND EMPLOYERS, REVEALED THAT STUDENTS IN THE WAGE EARNING ORIENTED COURSES MADE GAINS IN SELF CONCEPT, WORK ATTITUDES, EMPLOYABILITY POTENTIAL, AND CONTENT KNOWLEDGE MORE CONSISTENTLY THAN THOSE IN THE HOMEMAKING COURSES. STRONG IMPACT OF THE COURSES ON STUDENT ATTITUDE TOWARD MARRIAGE WAS NOT APPARENT, AND FINDINGS REVEALED LIMITED CONTRIBUTION OF THE COURSES TO THE DEVELOPMENT OF POSITIVE ATTITUDES TOWARD THE DUAL ROLE FOR WOMEN. SEVERAL IMPLICATIONS FOR CURRICULUM DEVELOPMENT, FIELD TESTING, AND EXPERIMENTATION WERE NOTED. INFORMATION PERTAINING TO COURSE DEVELOPMENT, EVALUATION INSTRUMENTS, AND STUDENT INFORMATION FORMS ARE APPENDED. (AUTHOR/SB
AIM/ARM: VT014703

3784 PREPARATION FOR CAREERS--NOT JOBS SUM 77
WORTHY, JAMES C.
COMMUNITY COLLEGE FRONTIERS:5:4:13-27
JUNIOR COLLEGES, EXPERIMENTAL PROGRAMS, PROGRAM DESCRIPTIONS, MANAGEMENT EDUCATION, UPPER DIVISION COLLEGES, TEACHING METHODS, MANAGERIAL OCCUPATIONS, TEAM TEACHING, WORK EXPERIENCE PROGRAMS
SANGAMON STATE UNIVERSITYS EXPERIMENTAL MANAGEMENT PROGRAM HAS DEMONSTRATED THE FUNDAMENTAL SOUNDNESS OF THE GENERIC APPROACH. APPLICATION OF COMMON PRINCIPLES TO A VARIETY OF ORGANIZATIONAL SITUATIONS CONTRIBUTES TO A BETTER UNDERSTANDING OF THOSE PRINCIPLES AND HELPS STUDENTS UNDERSTAND THE DIFFERENCES BETWEEN ORGANIZATIONS AND HOW TO ADAPT TO THEM. (JDS)
ERIC: EJ166446 REPRINT AVAILABLE (SEE P. VII) UMI

3785 PREPARING BLACK WOMEN FOR NONTRADITIONAL PROFESSIONS SOME CONSIDERATIONS FOR CAREER COUNSELING SUM 77
SCOTT, PATRICIA B.
JOURNAL OF THE NAWDAC:40:4:135-139
BLACKS, FEMALES, CAREER PLANNING, VOCATIONAL COUNSELING, PROFESSIONAL OCCUPATIONS, ETHNIC STEREOTYPES, SEX ROLE, STATE OF THE ART REVIEWS, ADULT DEVELOPMENT, SELF CONCEPT
THE IMPACT OF RACIAL AND SEX ROLE STEREOTYPES UPON BLACK WOMEN WHO ARE PREPARING FOR OR WORKING IN NONTRADITIONAL PROFESSIONS IS OUTLINED. SEVERAL RECOMMENDATIONS AND STRATEGIES ARE DISCUSSED FOR THOSE WHO MIGHT ASSIST IN THE PREPARTION OF MORE BLACK WOMEN FOR TRADITIONALLY EXCLUSIVELY WHITE AND MALE CAREERS. (AUTHOR)
ERIC: EJ165558 REPRINT AVAILABLE (SEE P. VII) UMI

3786 PREPARING DISADVANTAGED YOUTH FOR WORK. 66
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 18P.
BEHAVIOR PATTERNS, CHANGING ATTITUDES, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, JOB APPLICATION, JOB PLACEMENT, URBAN DROPOUTS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES, JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, PENNSYLVANIA, PHILADELPHIA
FIVE ARTICLES DESCRIBE THE FINDINGS OF A PROJECT DESIGNED TO EVALUATE AND PREPARE SCHOOL

(CONT.)
3786 DROPOUTS FOR TRAINING OF JOBS. THE PENNSYLVANIA STATE EMPLOYMENT SERVICE PROVIDED AN INITIAL INTAKE INTERVIEW TO EVALUATE EACH OF THE 450 SELECTED YOUTHS, ALL LIVING IN NORTH PHILADELPHIA. IN SPITE OF THIS, HALF OF THE YOUTH REJECTED THE OFFER TO ENTER ADJUSTMENT AND TRAINING PROGRAMS. THE 165 WHO COMPLETED THE PROGRAMS PROVIDED BY THE JEWISH EMPLOYMENT AND VOCATIONAL SERVICE WERE ALL PLACED IN COMPETITIVE EMPLOYMENT. JOBSEEKING PATTERNS OF DISADVANTAGED YOUTH DESCRIBES THE FINDINGS OF THE INITIAL INTAKE INTERVIEWS. COUNSELING AND WORK ADJUSTMENT DESCRIBES THE SUPPORTIVE AND REINFORCING FUNCTION OF COUNSELING IN HELPING THE ENROLLEE TO DEVELOP A WORKER SELF-CONCEPT REFLECTING PERSONAL STATUS AND VOCATIONAL GOALS AND WAYS TO ACHIEVE THEM. WORK ADJUSTMENT TRAINING DESCRIBES THE WORK SYSTEM OF INCREASING THE COMPLEXITY OF TASKS DISTRIBUTED INTO BROAD OCCUPATIONAL CATEGORIES. THE EMPLOYMENT SERVICE COOPERATES DISCUSSES THE 252 PLACEMENTS BY THE PENNSYLVANIA STATE EMPLOYMENT SERVICES FOR THE 165 YOUTHS WHO COMPLETED THE TRAINING. THE FAILURE CASES IN A VOCATIONAL PROGRAM DISCUSSES CHARACTERISTICS OF MALE AND FEMALE DROPOUTS AND TERMINATED MALES AND FEMALES. THESE ARTICLES ARE REPRINTS FROM THE EMPLOYMENT SERVICE REVIEW, NOVEMBER AND DECEMBER 1965, AND JANUARY, MARCH, APRIL 1966. (EM)
ERIC: ED020396

3787 PREPARING FOR CURRICULUM CHANGE. MODULE 3.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 63P.; RELATED DOCUMENTS VT 103 449 THROUGH VT 103 452 AND VT 103 454 THROUGH VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM DEVELOPMENT, GRADUATE STUDY, PERFORMANCE BASED EDUCATION, CURRICULUM GUIDES, LEARNING ACTIVITIES, EDUCATIONAL CHANGE, CHANGE STRATEGIES, CHANGE AGENTS
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION, ACTIVITIES, AND EXPERIENCES TO DEVELOP THE ABILITIES NEEDED TO PLAN AND ENACT CURRICULUM CHANGE. THE MODULE EMPHASIZES CHANGE--THE NATURE OF CHANGES IN VOCATIONAL EDUCATION, THE PROCESS OF CHANGE, CHANGE AGENTS, AND THE RESOURCES UTILIZED IN THE PROCESS OF CURRICULUM CHANGE. A PRETEST AND POSTTEST PRECEDE THE LEARNING ACTIVITIES WHICH ARE ORGANIZED ACCORDING TO SIX MAJOR PERFORMANCE OBJECTIVES. THESE OBJECTIVES RELATE TO BASIC KINDS OF CHANGE AND THEIR PURPOSES; PROCEDURAL STEPS FOR INITIATING, PLANNING, IMPLEMENTING, AND EVALUATING CURRICULUM CHANGE; KEY CHANGE AGENTS IN THE SCHOOL, COMMUNITY, OR STATE WITH INFLUENCE FOR CURRICULUM CHANGE IN VOCATIONAL EDUCATION; HUMAN AND MATERIAL RESOURCES TO BE UTILIZED IN THE PROCESS OF CURRICULUM CHANGE; PARTICIPATION IN ADVISORY AND POLICYMAKING GROUPS; AND DELEGATING RESPONSIBILITIES FOR PLANNING, IMPLEMENTING, AND EVALUATING CURRICULUM CHANGE. (NJ)
AIM/ARM: VT103453

3788 PREPARING FOR CURRICULUM CHANGE. MODULE 6.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 115P.; RELATED DOCUMENTS VT 103 449 THROUGH VT 103 455 AND VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM GUIDES, CURRICULUM EVALUATION, GRADUATE STUDY, CURRICULUM DEVELOPMENT, PERFORMANCE BASED EDUCATION, LEARNING ACTIVITIES
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION AND EXPERIENCES TO ENABLE THE CURRICULUM SPECIALIST TO COORDINATE EVALUATION IN THE DEVELOPMENT AND IMPLEMENTATION OF VOCATIONAL CURRICULUMS. THE MODULE IS DIVIDED INTO TWO PARTS. PART I PRESENTS BASIC CONCEPTS AND BACKGROUND KNOWLEDGE OF THE EVALUATION PROCESS, INCLUDING SUCH TOPICS AS EVALUATION TERMINOLOGY, RELATIONSHIP OF EVALUATION TO THE LEARNING PROCESS, VARIOUS EVALUATION MODELS, CRITERIA AND DESIGN, AND EVALUATION INSTRUMENTS. PART II IS DEVOTED TO CARRYING OUT THE EVALUATION PROCESS AND FIELD EXPERIENCE, INVOLVING THE FOLLOWING ACTIVITIES ASSEMBLING, ANALYZING, INTERPRETING, AND PRESENTING EVALUATION DATA, EVALUATING PROGRAM PROPOSALS AND CURRICULUM GUIDES, AND DEVELOPING A PROGRAM EVALUATION IN AN ACTUAL SCHOOL SETTING. ORGANIZATION OF THE MODULE IS BY MAJOR PERFORMANCE OBJECTIVES FOLLOWED BY RELATED LEARNING ACTIVITIES. A PRETEST, POSTTEST, AND GLOSSARY OF TERMS COMPLETE THE MODULE. (NJ)
AIM/ARM: VT103456

3789 PREPARING FOR THE FUTURE: COMMITMENT AND ACTION 1976
EKBERG-JORDAN, S.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 47-49. BIBLIOG. 5
AFFIRMATIVE ACTION, CAREER PATH, DAY CARE, EDUCATION, MANAGEMENT, MANAGEMENT TRAINING, PLANNING, RECRUITMENT, RELOCATION, WOMEN IN BUSINESS
SUGGESTS SIXTEEN AREAS IN WHICH COPORATIONS CAN DEVELOP POLICIES AND PROGRAMS THAT WILL SHOW AN HONEST INTEREST AND COMMITMENT TO BRING CAPABLE WOMEN INTO APPROPRIATE MANAGEMENT JOBS.
MGMT: ATP76C0047

3790 PREPARING INSTRUCTIONAL MATERIALS. MODULE 5.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.

(CONT.)
3790 CONTRACT NO. OEC-0-74-9287
NOTES: 48P.: RELATED DOCUMENTS VT 103 449 THROUGH VT 103 454 AND VT 103 456 AND VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, GRADUATE STUDY, CURRICULUM GUIDES, CURRICULUM DEVELOPMENT, INSTRUCTIONAL MATERIALS, MATERIAL DEVELOPMENT, CURRICULUM DESIGN, PERFORMANCE BASED EDUCATION, LEARNING ACTIVITIES
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION, ACTIVITIES, AND EXPERIENCES TO ENABLE THE LEARNER TO SELECT, DESIGN, PRODUCE, AND DISSEMINATE INSTRUCTIONAL MATERIALS. *THE STRATEGY USED IS AN ONGOING PROJECT* CALLED THE PROJECT WHICH TAKES THE LEARNER IN A SEQUENCE OF FIVE PERFORMANCE OBJECTIVES THROUGH A PROCESS THAT CULMINATES IN THE DESIGN, PREPARATION, AND DISSEMINATION MODEL FOR NEW INSTRUCTIONAL MATERIALS. OBJECTIVE ONE PROVIDES FAMILIARITY WITH THE RESOURCES AND COMMUNICATION NETWORK AVAILABLE TO VOCATIONAL EDUCATORS. THE SECOND OBJECTIVE IS CONCERNED WITH CRITERIA FOR EVALUATION AND SELECTION OF INSTRUCTIONAL MATERIALS. IN PERFORMANCE OBJECTIVE THREE, THE LEARNER FOCUSES ON THE PROCESS OF DISSEMINATION. SEVERAL DISSEMINATION TECHNIQUES ARE PRESENTED, AND THE LEARNER DEVELOPS A MODEL AFTER COMPLETING THE LEARNING ACTIVITIES. THE PROJECT CULMINATES IN OBJECTIVE FOUR WITH THE DEVELOPMENT AND PREPARATION OF LEARNER-DESIGNED INSTRUCTIONAL MATERIALS. EACH OF THE PERFORMANCE OBJECTIVES IS FOLLOWED BY SEVERAL RELATED LEARNING ACTIVITIES. PRETEST, POSTTEST, AND GLOSSARY OF TERMS COMPLETE THE MODULE. (AUTHOR/NJ)
AIM/ARM: VT103455

3791 PREPARING STUDENTS FOR EMPLOYMENT MAR 71
NEEL, ELSIE D.
SCHOOL COUNSELOR:18:4:294-296
EMPLOYMENT, GUIDANCE SERVICES, HIGH SCHOOL STUDENTS, INFORMATION DISSEMINATION, JOB APPLICANTS, JOBS, NONCOLLEGE PREPARATORY STUDENTS, OCCUPATIONAL INFORMATION
THIS ARTICLE BRIEFLY DESCRIBES AN OCCUPATIONAL WORKSHOP FOR HIGH SCHOOL STUDENTS, WHICH, DURING THE COURSE OF ITS EIGHT SESSIONS, FOCUSSED ON CHOOSING A JOB, LOCATING A JOB, APPLYING FOR AND KEEPING A JOB, AND CHANGING JOBS. (CJ)
ERIC: EJ034839

3792 PREPARING STUDENTS FOR OFF-FARM OCCUPATIONS AND ASSESSING APPROACHES TO TEACHING NOV 70
HORNER, JAMES T.;PETERSON, ROLAND L.
AGR EDUC MAG:43:5:114 116
AGRICULTURAL EDUCATION, AGRICULTURAL RESEARCH PROJECTS, CURRICULUM DESIGN, EXPERIMENTAL TEACHING, OFF FARM AGRICULTURAL OCCUPATIONS, TEACHING METHODS, TEACHING TECHNIQUES, WORK EXPERIENCE PROGRAMS
ERIC: EJ025564

3793 PREPARING THE DISADVANTAGED FOR TESTS MAR 71
SFILER, JOSEPH
VOCATIONAL GUIDANCE QUARTERLY:19:3:201-206
APTITUDE TESTS, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, DROPOUT PREVENTION, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT SERVICES, JOB APPLICATION, MANPOWER DEVELOPMENT, TESTING, TUTORING
ERIC: EJ034296

3794 PRESCHOOL EDUCATION AND DAY CARE FOR SWEDISH CHILDREN. SEP 71
MUELLER, JEANNE
SWEDISH INFORMATION SERVICE. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 33P.
CHILD DEVELOPMENT, CONCEPT FORMATION, DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, EDUCATIONAL PHILOSOPHY, FAMILY LIFE, NURSERY SCHOOLS, OBJECTIVES, PRESCHOOL EDUCATION, RACIAL INTEGRATION, SOCIOECONOMIC STATUS, STANDARDS, STUDENTS, TEACHERS, WORKING WOMEN, ERIKSON (ERIK H), GESELL (ARNOLD), PIAGET (JEAN), SWEDEN
A COMPREHENSIVE STUDY OF THE TYPES OF CARE PROVIDED FOR SWEDISH CHILDREN IS PRESENTED. THE POINT IS MADE THAT THE THREE MAJOR FRAMEWORKS WHICH SUPPORT THE SWEDISH PHILOSOPHY OF EARLY CHILDHOOD EDUCATION ARE THOSE OF ARNOLD GESELL, JEAN PIAGET, AND ERIK H. ERIKSON. FROM ALL THREE SOURCES, PRESCHOOL TEACHERS LEARN THE CONCEPT OF EPIGENESIS, THE PROPER RATE AND PROPER SEQUENCE FOR NORMAL DEVELOPMENT. TO THE EXTENT THAT IT IS POSSIBLE, ALL DAY CARE CENTERS HAVE A MIX OF RACIAL AND ETHNIC GROUPS, AND THEY TRY TO MAINTAIN AN EVEN RATIO OF BOYS TO GIRLS. THERE ARE VARIOUS TYPES OF DAY CARE CENTERS IN SWEDEN. ONE OF THESE IS THE MINNIE, WHICH ACCOMMODATES CHILDREN IN THE ONE-TO-SEVEN YEAR GROUP. CHILDREN ARE PLACED BY THE SOCIAL BUREAU ACCORDING TO WHEN PARENTS APPLY TO THE DAY CARE UNIT, THAT IS, IN THE ORDER IN WHICH NAMES APPEAR ON THE WAITING LIST. PRIORITY, HOWEVER, IS GIVEN TO WORKING MOTHERS, DISABLED MOTHERS, STUDENTS, AND SINGLE PARENT FAMILIES. CHILDREN COME FROM ALL PARTS OF THE CITY. THE MINNIES ARE NOT SUPPOSED TO GIVE JUST CUSTODDIAL CARE BUT TO HAVE THE SAME PEDAGOGICAL STANDARD AND CONTENT AS THE NURSERY SCHOOLS WHICH ARE OPEN TO CHILDREN FROM 4-7 FOR THREE HOURS ON WEEKDAYS. SWEDISH NURSERY SCHOOLS ARE VIEWED AS A SUPPLEMENT TO THE OFTEN SMALL SWEDISH NUCLEAR FAMILY AND DAY NURSERIES, AND FREE TIME CENTERS ARE SEEN AS A SUBSTITUTE FOR CARE IN THE HOME. (AUTHOR/CK)
ERIC: ED062015

3795 PRESENT AND FUTURE NEEDS FOR SPECIALISTS IN LINGUISTICS AND THE UNCOMMONLY TAUGHT LANGUAGES. FINAL REPORT. JUN 76
LEVY, MARY M.:AND OTHERS
CENTER FOR APPLIED LINGUISTICS, ARLINGTON, VA.: LINGUISTIC SOCIETY OF AMERICA, WASHINGTON, D.C.
CONTRACT NO. OEC-0-72-1418
NOTES: 306P.
CAREER OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, JOB MARKET, LABOR MARKET, LABOR SUPPLY, LINGUISTICS, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, SKILL OBSOLESCENCE, TEACHER SUPPLY AND DEMAND, UNCOMMONLY TAUGHT LANGUAGES, UNEMPLOYMENT
THE STUDY DESCRIBED HERE WAS DESIGNED TO INVESTIGATE THE CURRENT EMPLOYMENT SITUATION IN LINGUISTICS. THREE MAJOR GOALS WERE TO (1) INVESTIGATE THE CURRENT SUPPLY OF, AND DEMAND FOR, LINGUISTS: (2) STUDY THE STATUS OF WOMEN AND MINORITY GROUPS IN THE PROFESSION: AND (3) LOOK INTO POTENTIAL NEW AREAS OF EMPLOYMENT FOR LINGUISTS. THE PRINCIPAL SOURCES OF THE DATA WERE THREE QUESTIONNAIRES SENT TO WORKING LINGUISTS, GRADUATE STUDENTS AND DEPARTMENT AND PROGRAM HEADS. THE REPORT BEGINS WITH A STATISTICAL DESCRIPTION OF LINGUISTS AND LINGUISTICS STUDENTS. IT GOES ON TO ASSESS THE CURRENT AND PROBABLE FUTURE STATE OF THE JOB MARKET, UNEMPLOYMENT AND UNDEREMPLOYMENT, THE MECHANICS OF MATCHING APPLICANTS AND JOBS, AND THE RESPONSES OF INDIVIDUALS TO THESE SUBJECTS. LINGUISTS WHO SPECIALIZE IN UNCOMMONLY TAUGHT LANGUAGES ARE ALSO DISCUSSED, FOLLOWED BY RESPONDENTS COMMENTS ON OTHER ASPECTS OF GRADUATE TRAINING AND THE JOB MARKET. THE FOLLOWING GENERAL CONCLUSIONS WERE DRAWN (1) THE SUPPLY OF LINGUISTS AT THE DOCTORAL LEVEL WILL CONTINUE TO EXCEED DEMAND, AND EVEN MORE SO FOR THE MASTERS LEVEL: (2) MINORITY REPRESENTATION IN THE FIELD OF LINGUISTICS IS VERY SMALL: (3) WOMEN LINGUISTS APPEAR AT A DISADVANTAGE PROFESSIONALLY WHEN COMPARED TO MEN: AND (4) LINGUISTS CAN CONTRIBUTE TOWARD NEEDED BASIC AND ADVANCED MATERIALS AS WELL AS TRAINING IN THE UNCOMMONLY TAUGHT LANGUAGES AND AREA STUDIES. APPENDICES CONTAIN SAMPLE QUESTIONNAIRES: INFORMATION ON THE UNCOMMONLY TAUGHT LANGUAGES TAUGHT AT THE FOREIGN SERVICE INSTITUTE IN WASHINGTON, D.C.: A REPORT ON THE SUMMER INSTITUTE OF LINGUISTICS: A LIST OF TABLES FOUND IN THE REPORT: AND A BIBLIOGRAPHY. (AUTHOR/AM)
ERIC: ED127809

3796 THE PRESENT FEDERAL ROLE IN PROVIDING ASSISTANCE TO THE NATIONS POOR AUG-SEP 73
CONGRESSIONAL DIGEST:52:8-9:195-224
FEDERAL AID, WELFARE, GOVERNMENT ROLE, POVERTY PROGRAMS, FEDERAL PROGRAMS, LOW INCOME GROUPS, WELFARE AGENCIES, EMPLOYMENT PROGRAMS, PUBLIC POLICY, OFFICE OF ECONOMIC OPPORTUNITY
REVIEWS THE MAJOR ENACTMENTS OF FEDERAL INCOME TRANSFER PROGRAMS, FEDERAL PAYMENTS PROGRAMS PRESENTLY IN FORCE, FEDERAL MANPOWER TRAINING PROGRAMS, AND RECENT DEVELOPMENTS IN CONGRESS. PRESENTS A PRO AND CON DISCUSSION BY SEVERAL SENATORS AND REPRESENTATIVES ON THE ADMINSISTRATIONS CURRENT PLAN TO TERMINATE THE FEDERAL ANTI-POVERTY AGENCY. (AUTHOR/SF)
ERIC: EJ097147

3797 THE PRESIDENT CHANGES THE CALCULATIONS 1975
PARKER, S.S.: MAY, T. JR.: WINSLOW, P.
FORTUNE, FEB 1975, P. 9-16.
DEFICIT, ECONOMIC FORECAST, ECONOMICS, FEDERAL RESERVE SYSTEM, GOVERNMENT SECURITIES, GROSS NATIONAL PRODUCT, INFLATION, INVENTORY, MONEY MARKET, OIL INDUSTRY, PRODUCTION, UNEMPLOYMENT
THE SEVERE ECONOMIC DECLINE OF RECENT MONTHS WILL BE REVERSED BY FALL, DESPITE FEDERAL BUDGET DEFICIT INDICATION. MONEY MARKETS ARE CHALLENGED BY FEDERAL BORROWING, BUT ALL OTHER BORROWING DECLINES.
MGMT: FOR7580009

3798 PRESIDENT URGES PUBLIC SERVICE JOBS, EXTENDED UNEMPLOYMENT INSURANCE DEC 74
MANPOWER:6:12:29-30
UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, GOVERNMENT ROLE, COMMUNITY DEVELOPMENT, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, LEGISLATION, ECONOMIC CHANGE, COMMUNITY PROGRAMS, COMMUNITY SERVICES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, COMMUNITY IMPROVEMENT PROGRAM
ERIC: EJ107114

3799 THE PRESIDENTIAL ADDRESS: JUDICIAL REVIEW REVISITED: THE SEARCH FOR ACCOMODATION MUST CONTINUE 1976
VALTIN, R.
ARBITRATION-1976, PROCEEDINGS OF THE 29TH ANNUAL MEETING OF THE NATIONAL ACADEMY OF ARBITRATORS, P. 1-11.
COLLECTIVE BARGAINING, DECISION MAKING, DISCRIMINATION, INDUSTRIAL RELATIONS, LABOR RELATIONS, STRIKE, UNIONS
COLLECTIVE BARGAINING CAN ONLY SURVIVE IF THE INDIVIDUAL RIGHTS IN ARBITRATION ARE NOT STRESSED TO THE POINT OF EXCLUSION OF NEED FOR PRESERVING COLLECTIVE RIGHTS SUCH AS DISPUTE SETTLING MECHANISMS. THE COURTS REVIEW FUNCTION IN ARBITRATION DECISIONS MUST BE LIMITED AND DISCREET TO ACHIEVE WORKABLE COORDINATION.
MGMT: NAA760P001

3900 THE PRESIDENTS JOBS CREATION PROGRAM APR 77
WORKLIFE:2:4:7-9
JOB DEVELOPMENT, EMPLOYMENT PROGRAMS, PUBLIC POLICY, GOVERNMENT ROLE, FEDERAL GOVERNMENT, PRESIDENTS, SPEECHES
EXCERPTS FROM PRESIDENT CARTERS ECONOMIC MESSAGE TO THE CONGRESS, PROPOSING A RECOVERY PACKAGE WHICH INCLUDED (1) AN INCREASE OF AUTHORIZATIONS FOR LOCAL PUBLIC WORKS, (2) AN EXPANSION OF PUBLIC SERVICE EMPLOYMENT, (3) EXPANSION OF TRAINING AND YOUTH PROGRAMS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), AND (4) AN INCREASE IN THE COUNTERCYCLICAL REVENUE-SHARING PROGRAM. (EDITOR)
ERIC: EJ158214

3901 PRESS OPERATOR (GLASS MFG.) 4-65.415--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 61
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PRESS OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062433

3902 PRESSER, HAND (ANY IND.) 7-57.501: SILK FINISHER, HAND (CLEAN. DYE + PRESS) 7-57.501--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WORKING WOMEN, GATB, GENERAL APTITUDE TEST BATTERY, HAND PRESSER, SILK FINISHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061341

3903 PRESSER, MACHINE (ANY IND.: LAUND.) 7-57.511--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MACHINE PRESSER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062410

3804 PRESSMAN (RUBBER GOODS: RUBBER TIRE + TUBE) 559.885: PRESSMAN, O-RINGS (RUBBER GOODS) 559.885--TECHNICAL REPORT ON DEVELOPMENT OF THE USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRODUCTION TECHNICIANS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PRESSMAN, PRESSMAN O RINGS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATBNORMS DESCRIBED ARE APPROPPIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED059295

3805 THE PRESSURE OF UNEMPLOYMENT 1977
MORRELL, J.
ACCOUNTANCY, VOL.88, NO.1006, JUNE 1977, P. 22,24.
ECONOMIC TRENDS, ECONOMICS, ENGLAND, INFLATION, JOB ROTATION, PROFITABILITY, PURCHASING, UNEMPLOYMENT
THE HIGH UNEMPLOYMENT RATE IN ENGLAND IS DIFFICULT TO DEAL WITH BECAUSE OF THE SATURATED NATURE OF THE INDUSTRIAL ENVIRONMENT. GOVERNMENT CREATED JOBS BARELY KEEP THE LEVEL STABLE SO THE SOLUTION MAY LIE IN A SHORTER WORK WEEK.
MGMT: ACC77F0022

3806 PREVENTION OF DELINQUENCY: PROBLEMS AND PROGRAMS. 68
STRATTON, JOHN R., ED.:TERRY, ROBERT M., ED.
NOTES: 334P.
ADMINISTRATIVE PROBLEMS, CITY PLANNING, COMMUNITY CHARACTERISTICS, COMMUNITY PROGRAMS, COUNSELOR ATTITUDES, DELINQUENCY, DELINQUENCY PREVENTION, DELINQUENT IDENTIFICATION, DROPOUTS, EXCEPTIONAL CHILD SERVICES, FOLLOWUP STUDIES, FOSTER FAMILY, INTERAGENCY COORDINATION, JUVENILE COURTS, PARENT ROLE, PERSONALITY, POLICE, PROGRAM EVALUATION, STUDENT EVALUATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT
THIRTY-ONE ARTICLES DISCUSS PROBLEMS AND PROGRAMS IN THE PREVENTION OF DELINQUENCY. TOPICS CONSIDERED INCLUDE PREREQUISITES FOR SUCCESSFUL PREVENTION PROBLEMS OF IDENTIFYING POTENTIAL DELINQUENCY, AND PROBLEMS OF IMPLEMENTING PREVENTION PROGRAMS. ALSO TREATED ARE THE ROLE OF EXISTING COMMUNITY AGENCIES AND INSTITUTIONS, SPECIAL PROGRAMS AND APPROACHES, AND PREVENTION THROUGH COMMUNITY REORGANIZATION. (JD)
ERIC: ED031319 THE MACMILLAN COMPANY, 866 THIRD AVE., NEW YORK, NEW YORK 10022 ($4.50).

3807 PREVOCATIONAL TRAINING FOR THE HARD-TO-EMPLOY--A SYSTEMS APPROACH. PERSPECTIVES ON TRAINING THE DISADVANTAGED--THE HARD-TO-EMPLOY. PERSONNEL SERVICES REVIEW SERIES 2. MAY 70
HARRISON, DON K.
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-3-6-002487-1579-(010)
NOTES: 10P.
CORRECTIONAL EDUCATION, COUNSELING, EDUCATIONAL PROGRAMS, INTERPERSONAL COMPETENCE, JOB TRAINING, NEGRO EMPLOYMENT, ON THE JOB TRAINING, PROGRAMED INSTRUCTION, REMEDIAL INSTRUCTION, ROLE PLAYING, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES
THE AUTHOR, AS FORMER ADMINISTRATIVE HEAD OF DETROIT NORTHERN SYSTEMS COMPANY, DESCRIBES THAT COMPANYS SUCCESSFUL APPROACH TO THE TRAINING OF THE HARD-CORE UNEMPLOYED. THE SYSTEMS APPROACH EMPHASIZES THE ACHIEVEMENT OF GOALS AND SUB-GOALS THROUGH AN INTERPLAY OF PROGRAM COMPONENTS WHICH INCLUDE TRAINING LINES OF TOOL STATIONS, BACK-UP CLASSES WHICH PRECEDE THE TOOL LINE, THE REMEDIAL CLASSES WHICH FEATURE READING, ARITHMETIC, AND COMMUNICATION: AND THE SOCIAL SKILLS SEMINAR WHICH IS ESSENTIALLY ROLE-PLAYING. THE SYSTEM UTILIZES PROGRAMMED INSTRUCTION THAT IS HIGHLY DETAILED, HAS A BUILT-IN REWARD SYSTEM, AND PROVIDES PERSONAL SUPPORT AND COUNSELING FOR EACH TRAINEE. (DB)
ERIC: ED038562

3808 PRICE AND OUTPUT ADJUSTMENTS IN A CLOSED ECONOMY 1977
FRATIANNI, M.
JOURNAL OF MONEY, CREDIT AND BANKING, VOL.9, NO.1, FEB 1977, P. 151-164. BIBLIOG. 18
BONDS, ECONOMICS, FINANCE, INFLATION, MODELING, UNEMPLOYMENT
INFLATION-OUTPUT TRADEOFFS (UNEMPLOYMENT EFFECTS OF INFLATIONARY DEFICIT SPENDING AND FISCAL POLICY AS A WHOLE) ARE EXAMINED. STEADY-STATE INFLATION MAY BE GENERATED BY NON-BUDGETARY MONEY CREATION, BUT THE TRADEOFFS THEMSELVES ARE LIKELY TO BE SHORT TERM. EQUATIONS, GRAPHS, THEORY ILLUSTRATE.
MGMT: JMO77B0151

3909 A PRICE TAG FOR TRAINING SERVICES 69 FEB
HARRISON, JERRY
TRAINING IN BUS AND IND:6:2:41-44
INDUSTRY, MANAGEMENT DEVELOPMENT, TUITION, VOCATIONAL TRAINING CENTERS, INTERNATIONAL PAPER COMPANY
ERIC: EJ007961

3910 PRIDE AGAINST PREJUDICE WORK IN THE LIVES OF OLDER BLACK AND YOUNG PUERTO RICAN WORKERS. FINAL REPORT. 76
MORSE, DEAN
COLUMBIA UNIV., NEW YORK, N.Y. CONSERVATION OF HUMAN RESOURCES PROJECT. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. 71-34-70-04
NOTES: 257P.
AGE, ATTITUDES, BLACKS, CASE STUDIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), ETHNIC ORIGINS, ETHNIC STATUS, LABOR MARKET, MINORITY GROUPS, PUERTO RICAN CULTURE, PUERTO RICANS, SOCIAL ATTITUDES, SOCIAL DISCRIMINATION, SOCIAL INTEGRATION, WORK ATTITUDES
SELECTED AND EDITED FROM APPROXIMATELY 100 LENGTHY OPEN-ENDED INTERVIEWS WITH OLDER BLACK MEN AND WOMEN AND YOUNG PUERTO RICAN MEN AND WOMEN IN NEW YORK CITY AND NEWARK, NEW JERSEY, TRANSCRIPTS ARE PRESENTED IN WHICH 12 OF THE OLDER BLACK MEN AND WOMEN AND SIX OF THE YOUNG PUERTO RICANS DESCRIBE THEIR WORK EXPERIENCES AND HOW THEY WERE RELATED TO SUCH THINGS AS SCHOOLING, TRAINING AND EXPERIENCE, HOUSING PATTERNS, INFORMATION ABOUT JOBS, AND HEALTH. FOCUS IN THE SELECTION OF MATERIAL IS ON REVEALING THE INDIVIDUALS STRUGGLES AGAINST PERVASIVE PATTERNS OF DISCRIMINATION IN SCHOOLS, WORK SITUATIONS, MILITARY SERVICE, HOUSING, AND THE LIKE. TWO INTRODUCTORY SECTIONS PLACE THESE ACCOUNTS IN THE CONTEXT OF ECONOMIC AND SOCIAL DEVELOPMENTS TAKING PLACE IN THE COUNTRY AT LARGE AND IN THE CENTRAL CITIES OF THE NORTHEAST, USING MATERIAL DRAWN FROM ALL THE INTERVIEWS. A CONCLUSION COMPARES AND CONTRASTS THE EXPERIENCES OF OLDER BLACKS AND YOUNG PUERTO RICANS AND DISCUSSES THE QUALITATIVE CHARACTERISTICS OF THE OPERATION OF LABOR MARKETS AND EMPLOYMENT SYSTEMS WHICH EMERGE FROM THE MATERIAL COLLECTED. (AUTHOR/TA)
ERIC: ED137619 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3911 A PRIMER ON UNEMPLOYMENT MAR 73
MOGULL, ROBERT G.
JOURNAL OF EMPLOYMENT COUNSELING:10:1:11-16
EMPLOYMENT COUNSELORS, EMPLOYMENT PROBLEMS, JOB LAYOFF, JOB MARKET, LABOR MARKET, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL COUNSELING
THIS ARTICLE DISCUSSES THE DEFINITION AND CAUSES OF UNEMPLOYMENT, NATIONAL UNEMPLOYMENT RATES SINCE 1929, AND WORKERS WHO TYPICALLY EXPERIENCE THE HIGHEST INCIDENCE OF JOB LOSS. (AUTHOR)
ERIC: EJ072937

3912 PRINCE EDWARD ISLAND NEWSTARTS COMPREHENSIVE MANPOWER DEVELOPMENT SYSTEM FEB 71
CONNOR, THOMAS R.
CANADIAN VOCATIONAL JOURNAL:7:1:2-7
DISADVANTAGED GROUPS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, VOCATIONAL EDUCATION, CANADA
ERIC: EJ047020

3913 PRINCIPLES OF POST-SECONDARY VOCATIONAL EDUCATION. 73
GILLIE, ANGELO C., SR.
NOTES: 248P.; FOR RELATED DOCUMENTS, SEE ED 083 417, 096 448, 097 443
COMMUNITY COLLEGES, CURRICULUM PLANNING, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, EDUCATIONAL PRINCIPLES, JOB TRAINING, JUNIOR COLLEGES, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM DESIGN, PROGRAM DEVELOPMENT, STUDENT CHARACTERISTICS, SUBPROFESSIONALS, VOCATIONAL EDUCATION
THE BOOK DEALS WITH POSTSECONDARY VOCATIONAL EDUCATION AND THE TRAINING OF THE MIDDLE-LEVEL WORKER AND HIS OCCUPATIONAL ROLE IN OUR SOCIETY. IT SUGGESTS THAT VOCATIONAL SCHOOLS AND COMMUNITY COLLEGES MUST COMBINE IN SOME KIND OF NEW INSTITUTIONAL CONFIGURATION AND POSTULATES AN OCCUPATIONAL CORE APPROACH TO VOCATIONAL PROGRAMS. THE FIRST PART OF THE BOOK ATTEMPTS TO PROVIDE A COMPREHENSIVE DESCRIPTION OF VOCATIONAL EDUCATION AND ITS OVERALL ROLE IN EDUCATION. ALSO INCLUDED IS AN ANALYSIS OF THE ROLE OF THE MIDDLE-LEVEL WORKER IN SOCIETY AND A DESCRIPTION OF THE PARAPROFESSIONAL. THE SECOND PART LOOKS AT THE IMPORTANT ASPECTS OF EDUCATING AND TRAINING THE MIDDLE-LEVEL WORKER, DESCRIBES SOURCES OF EDUCATION AND TRAINING, AND REVIEWS THE MAJOR CHARACTERISTICS OF STUDENTS WHO PREPARE FOR MIDDLE-LEVEL JOBS. THE THIRD PART SHIFTS FROM PRESENT CONCERNS TO CONSIDERATIONS FOR THE FUTURE CURRICULUM PLANNING, ASSESSING THE NEED FOR NEW PROGRAMS, MODERNIZING EXISTING PROGRAMS, SELECTING FACULTY AND ADMINISTRATORS, APPLYING INSTITUTIONAL RESEARCH TO CURRICULA, UTILIZING VOCATIONAL SCHOOLS AND COMMUNITY COLLEGES, IMPROVING THE STATUS OF OCCUPATIONAL EDUCATION, AND STATEWIDE ARTICULATION AND ITS RELATIONSHIP WITH STATE MASTER PLANNING. THE BOOK CONCLUDES WITH A PLEA FOR TWO-YEAR COLLEGES TO BECOME MORE OCCUPATION-ORIENTED. (AUTHOR/PR)
ERIC: ED109420 CHARLES E. MERRILL PUBLISHING CO., COLUMBUS, OHIO 43216 ($13.95)

3914 PRINCIPLES OF SELF-REWARD FOR STUDY SKILLS. MAR 69
WARK, DAVID M.
NOTES: 19P.; PAPER PRESENTED AT THE MEETING OF THE COLLEGE READING ASSOCIATION, BOSTON, MASS., MARCH 13-15, 1969.
ADULT EDUCATION PROGRAMS, BEHAVIOR CHANGE, MOTIVATION TECHNIQUES, OPERANT CONDITIONING, REINFORCEMENT, SELF REWARD, STUDENT MOTIVATION, STUDY SKILLS
A DESCRIPTION IS GIVEN OF QUASI-AUTOMATED TECHNIQUES USED TO INCREASE STUDENTS MOTIVATION TO IMPROVE READING RATE AND STUDY SKILLS IN A UNIVERSITY OF MINNESOTA ADULT EXTENSION COURSE FOR STUDY IMPROVEMENT. ESSENTIALLY THE STUDENTS ARE TAUGHT TECHNIQUES OF SELF-APPLIED REWARD AND PUNISHMENT OF THEIR OWN CHOOSING. THE REINFORCER IS SOME STIMULUS WHICH INCREASES THE PROBABILITY OF A CERTAIN BEHAVIOR IN THE FUTURE. BY RANKING BEHAVIORS, THE CHANCE TO ENGAGE IN THE HIGHER PROBABILITY BEHAVIOR IS USED TO INCREASE THE LOWER PROBABILITY BEHAVIOR. THE EFFECTS OF THE PSYCHOLOGY OF PUBLIC COMMITMENT ARE ALSO UTILIZED. THE ROLE OF THE TEACHER-COUNSELOR IN THIS TYPE OF INSTRUMENTED MOTIVATION IS TO FUNCTION AS AN INFORMATION DISSEMINATOR AND DISCUSSION LEADER. FIVE CASE STUDIES ARE PRESENTED AND REVIEWED IN THE LIGHT OF THE RESEARCH STUDIES OF PREMACK AND LEWIN. REFERENCES ARE INCLUDED. (WB)
ERIC: ED033822

3915 PRINTED-NAPKIN-MACHINE OPERATOR (PAPER GOODS) 649.885 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PRINTED NAPKIN MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLIHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060112

3916 PRINTER-SLOTTER OPERATOR (PAPER GOODS) 651.782--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, PRINTER SLOTTER OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069764

3917 PRINTING CURRICULA 65XX; 97XX--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)
3917 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068552

3918 PRIORITIES FOR PLANNING IN VOCATIONAL EDUCATION ALTERNATIVES FOR THE 1970S. 75
LECHT, LEONARD A.
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C.
NOTES: 43P.
DISADVANTAGED YOUTH, EDUCATIONAL PLANNING, EDUCATIONAL POLICY, ENROLLMENT, FEDERAL AID, FEDERAL LEGISLATION, GRANTS, HANDICAPPED STUDENTS, LABOR MARKET, POLICY FORMATION, PROGRAM COSTS, PROGRAM EVALUATION, PUBLIC POLICY, REVENUE SHARING, RURAL URBAN DIFFERENCES, SOCIOECONOMIC INFLUENCES, STATE AID, TREND ANALYSIS, VOCATIONAL EDUCATION, UNITED STATES
WRITTEN BEFORE THE CONGRESSIONAL DELIBERATIONS WHICH RESULTED IN CHANGES IN THE VOCATIONAL EDUCATION ACT, THIS REPORT MAKES THE RECOMMENDATIONS FOR NATIONAL PRIORITIES OF VOCATIONAL EDUCATION LEGISLATION. THE REPORT IS IN TWO GENERAL SECTIONS (1) A NATIONAL PLANNING ASSOCIATION (NPA) JOINT STATEMENT ENTITLED STRENGTHENING VOCATIONAL EDUCATION IN AMERICA AND (2) THE BASIC REPORT IN SIX CHAPTERS AND FIVE STATISTICAL TABLES. THE JOINT STATEMENT CONTAINS FOOTNOTED EXPLANATORY OR CONTRADICTORY COMMENTS BY INDIVIDUAL COMMITTEE MEMBERS. CHAPTER 1 PROVIDES AN OVERVIEW OF CURRENT DEVELOPMENTS IN VOCATIONAL EDUCATION AND BRIEFLY DISCUSSES ALTERNATIVE ISSUES. A DISCUSSION OF ENROLLMENT CHANGES, PROGRAM CHANGES, AND THE NEED TO REACH HANDICAPPED AND DISADVANTAGED STUDENTS IS CONTAINED IN CHAPTER 2. ECONOMIC AND EDUCATIONAL PERFORMANCE INDICATORS IN RELATION TO VOCATIONAL EDUCATION PROGRAMS ARE DISCUSSED IN CHAPTER 3. CHAPTER 4 CONSIDERS THE LABOR MARKET CHANGES AND DISCUSSES RURAL URBAN DIFFERENCES. CHAPTER 5 DEALS WITH DOLLAR SPENDING AS AN INDICATOR OF PRIORITIES, AND CHAPTER 6 DISCUSSES THE GRANTS SYSTEM TIED TO SPECIFIC LEGISLATIVE OBJECTIVES. (HD)
ERIC: ED135951 NATIONAL PLANNING ASSOCIATION, 1606 NEW HAMPSHIRE AVENUE, N.W., WASHINGTON, D. C. 20009 (REPORT NO. 144, $3.00)

3919 PRIORITY PLANNING PIERCES THE PERSONPOWER PUZZLE FACING THE FACTS IN FORECASTING. APR 76
JOHNSON, CAROLE:AND OTHERS
NOTES: 50P.: PAPER PRESENTED AT THE SOUTHERN REGION VOCATIONAL EDUCATION LEADERSHIP DEVELOPMENT CONFERENCE (ATLANTA, GEORGIA, APRIL 4-7, 1976). FOR RELATED PAPERS SEE CE 008 557-570
CURRICULUM DEVELOPMENT, ECONOMIC RESEARCH, EDUCATIONAL PROBLEMS, EDUCATIONAL TRENDS, HUMAN RESOURCES, JOB SATISFACTION, LABOR MARKET, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PREDICTION, PROGRAM PLANNING, VOCATIONAL EDUCATION
ONE OF A SERIES OF PAPERS ON CRITICAL ISSUES IN VOCATIONAL-TECHNICAL EDUCATION, THIS PAPER PRESENTS AN OVERVIEW OF (1) MANPOWER SUPPLY AND DEMAND FACTORS, (2) TECHNIQUES FOR GEOGRAPHIC ALLOCATION OF RESOURCES, AND (3) STRATEGIES FOR CURRICULAR PRIORITIZATION AND DETERMINATION AS THEY RELATE TO PROGRAM PLANNING FOR VOCATIONAL EDUCATION. EMPHASIS IS ON THE COMPONENTS NEEDED FOR CORRELATING VOCATIONAL EDUCATION WITH PRESENT AND FUTURE LABOR MARKET TRENDS, FOUR SPECIFIC METHODS OF DEMAND FORECASTING, THE INGREDIENTS OF SUPPLY ANALYSIS, AND THE UTILIZATION OF JOB SATISFACTION DATA AS RELATED TO LABOR SUPPLY AND DEMAND. (HD)
ERIC: ED130099

3920 PRISON JAYCEES FORGING THE MISSING LINK MAR 72
MANPOWER:4:3:15-19
EMPLOYMENT PROGRAMS, JOB PLACEMENT, PRISONERS, PROBATIONARY PERIOD, EXOFFENDERS EMPLOYMENT PROJECT
TIES TO COMMUNITY HELP OFFENDERS FIND JOBS, REGAIN PLACE IN SOCIETY. (EDITOR)
ERIC: EJ054459

3921 PRIVATE ASSUMPTION OF PUBLIC RESPONSIBILITIES THE ROLE OF AMERICAN BUSINESS IN URBAN MANPOWER PROGRAMS. FINAL REPORT. 7 MAY 71
KOBRAK, PETER
JOHNS HOPKINS UNIV., BALTIMORE, MD. DEPT. OF POLITICAL SCIENCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 583P.: PH.D. DISSERTATION, JOHNS HOPKINS UNIVERSITY
BUSINESS, COMMUNITY INFLUENCE, COMMUNITY SERVICE PROGRAMS, EMPLOYMENT, MANPOWER DEVELOPMENT, PRIVATE AGENCIES, PRIVATE FINANCIAL SUPPORT, PROGRAM EVALUATION, PUBLIC POLICY, SOCIOCULTURAL PATTERNS, SOCIOECONOMIC INFLUENCES, SYSTEMS ANALYSIS, UNDEREMPLOYED, URBAN ENVIRONMENT, URBAN POPULATION, JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS), NATIONAL ALLIANCE OF BUSINESSMEN
IN AN EXAMINATION OF THE PRIVATE ASSUMPTION OF PUBLIC RESPONSIBILITIES, THE WRITER ARGUES THAT DEVELOPMENT OF THE JOBS PROGRAM OCCURRED RELATIVELY SMOOTHLY, BECAUSE THE FEDERAL GOVERNMENT, WHITE HOUSE, AND A SEGMENT OF THE BUSINESS COMMUNITY SHARED A NUMBER OF ASSUMPTIONS INCLUDING A WILLINGNESS TO OVERLOOK THE CRITICAL ROLE PLAYED BY THE UNDEREMPLOYED IN THE 1967 RIOTS. IN THE TRANSLATION OF POLICY INTO ACTION, THE CONSTRAINTS UNDER WHICH A VOLUNTARY BUSINESS ORGANIZATION OPERATES WITHIN THE POLICY

(CONT.)
3921 PROCESS ARE ANALYZED WITH PARTICULAR ATTENTION TO THE WAY IN WHICH IT ARTICULATES ITS GOALS, COORDINATES ITS ACTIVITIES, AND EVALUATES ITS PERFORMANCE. IN THE IMPLEMENTATION OF THE PROGRAM AT THE LOCAL LEVEL, COMMUNITY SERVICE AND COMMUNITY-POWER-ORIENTED AGENCIES, WITH LITTLE INFLUENCE IN THE PLANNING AND FORMULATION OF THIS POLICY, PLAYED CRITICAL ROLES IN RELATION TO ITS IMPLEMENTATION. THE STUDY CONCLUDES THAT TRADITIONAL SYSTEMS ANALYSIS FAILS TO TAKE ACCOUNT SUFFICIENTLY OF SOCIOPOLITICAL VARIABLES, AND, AS A RESULT, SUCH EVALUATION DEALS WITH ONLY PART OF THE TOTAL SYSTEM, DEFINES THE PROBLEM INADEQUATELY, AND UNDERSTATES AT LEAST THE POTENTIAL OF PRIVATE ASSUMPTION OF PUBLIC RESPONSIBILITIES IN THE MANPOWER FIELD. (NTIS)
ERIC: ED031919 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 494, MF $1.45, HC $6.00)

3922 PRIVATE ENTERPRISE OR PUBLIC PAYROLL 1976
FORD, G.R.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 4-10.
ECONOMIC GROWTH, ECONOMIC PLANNING, ECONOMIC RECOVERY, ECONOMICS, FEDERAL BUDGET, FEDERAL GOVERNMENT, FULL EMPLOYMENT, GOVERNMENT BUREAUCRACY, GOVERNMENT REGULATION, GOVERNMENT SPENDING, INFLATION, POLITICS, PRIVATE ENTERPRISE, RECESSION, UNEMPLOYMENT
PRESIDENT FORD MAKES A CASE AGAINST THE FEDERAL GOVERNMENTS INTERVENTION IN AMERICAS SOCIAL AND ECONOMIC SECTORS. THE ROLE OF PRIVATE ENTERPRISE IN SUSTAINING ECONOMIC GROWTH IS EMPHASIZED, AND DEFICIT SPENDING LEGISLATION IS CRITICIZED.
MGMT: ADH76H0004

3923 PRIVATE HOUSEHOLD EMPLOYMENT IN THE UNITED STATES: AN EXPLORATORY PROJECT. 31 DEC 69
CHAPLIN, DAVID
WISCONSIN UNIV., MADISON. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 211P.
CHANGING ATTITUDES, DISCRIMINATORY ATTITUDES (SOCIAL), DOMESTICS, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT SERVICES, SOCIOECONOMIC STATUS, VOCATIONAL EDUCATION
ALTHOUGH SOME COUNTRIES HAVE SHOWN MUCH INVENTIVENESS IN ORGANIZING DOMESTIC SERVICES, THIS COUNTRY HAS BEEN HINDERED BY ETHNIC AND RACIAL HETEROGENEITY, WITH CONSIDERABLE CLASS DIFFERENCES. REFORM OF HOUSEHOLD EMPLOYMENT IS COMPLICATED BY ITS LOW STATUS AND THE INCREASING PROPORTION OF BLACKS. THIS ANALYSIS VIEWS SOCIAL BEHAVIOR WITHIN THE FRAMEWORK OF AN INTERDEPENDENT SOCIETY IN WHICH CHANGES AFFECT THE ENTIRE SYSTEM AND INSTITUTIONS ARE NOT ASSUMED TO BE UNCHANGEABLE. AFTER DEVELOPING A THEORETICAL AND COMPARATIVE PERSPECTIVE WHICH INCLUDES A DISCUSSION OF THE DERATIONALIZATION OR DESPECIALIZATION OF DOMESTIC SERVICE, THE REPORT REVIEWS DATA FROM THE COLONIAL PERIOD THROUGH THE DEPRESSION OF THE 1930S. DATA FROM THE 1960 CENSUS AND A 1965 EMPLOYMENT SURVEY ARE ALSO ANALYZED, AFTER WHICH CONCLUSIONS AND RECOMMENDATIONS ARE PRESENTED. (BH)
ERIC: ED056198 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 192 689, MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

3924 PRIVATE LIVES VERSUS JOB DEMANDS 1975
SCHONBERGER, R.J.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.2, SUMMER 1975, P. 27-32.
ABSENTEEISM, CAREER DEVELOPMENT, DAY CARE, EDUCATION, EFFICIENCY, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, FLEXIBLE SCHEDULE, HUMAN RESOURCE DEVELOPMENT, JOB ROTATION, JOB SATISFACTION, LABOR FORCE, MANAGEMENT, OVERTIME, PERSONNEL MANAGEMENT, PRODUCTIVITY, TECHNOLOGY, TRANSPORTATION
ATTEMPTS TO OUTLINE VARIOUS CHANGES IN EMPLOYMENT POLICY THAT WOULD RESULT IN GREATER PRODUCTIVITY BY ACCOMODATING THE DIFFERING LIVING NEEDS OF EMPLOYEES SUCH AS FLEXIBLE SCHEDULES, PART-TIME EMPLOYMENT, DAY CARE CENTERS, JOB ROTATION, ETC.
MGMT: HRM75P0027

3925 PRIVATE VOCATIONAL SCHOOLS AND THEIR STUDENTS: LIMITED OBJECTIVES - UNLIMITED OPPORTUNITIES. 69
BELITSKY, A. HARVEY
NOTES: 192P.
ACADEMIC ACHIEVEMENT, ACCREDITATION (INSTITUTIONS), ADMISSION CRITERIA, COUNSELING, CURRICULUM, DISADVANTAGED GROUPS, DROPOUTS, FEDERAL PROGRAMS, FINANCIAL SUPPORT, INSTRUCTIONAL STAFF, JOB PLACEMENT, PROPRIETARY SCHOOLS, STUDENT CHARACTERISTICS, STUDENT COSTS, VOCATIONAL EDUCATION
RESULTS ARE PRESENTED OF A STUDY ON WAYS OF USING PRIVATE VOCATIONAL SCHOOLS FOR TRAINING DISADVANTAGED PERSONS. THE POTENTIAL SOCIAL ROLE OF THESE SCHOOLS IS CONSIDERED FIRST, FOLLOWED BY ADVANTAGES TO STUDENTS AND EMPLOYERS BECAUSE OF THE SCHOOLS FLEXIBLE OPERATION AND ORGANIZATION, PROGRESS TOWARD BETTER EVALUATION OF SCHOOLS THROUGH VOLUNTARY ACCREDITATION, AND THE DIVERSITY OF EDUCATIONAL RESOURCES AND OPPORTUNITIES. OTHER CHAPTERS DEAL WITH INSTRUCTOR QUALIFICATIONS AND DUTIES: CHARACTERISTICS, NEEDS, AND PERFORMANCE OF THE STUDENTS: STUDENT RESPONSES TO PROPOSED FINANCIAL AID PROGRAMS AT RCA INSTITUTES IN NEW YORK CITY: AND HIGH SCHOOL DROPOUT PERFORMANCE IN COMPETITION WITH OTHER PRIVATE VOCATIONAL SCHOOL STUDENTS. FINALLY, AS IT ILLUSTRATES THE POTENTIAL FOR EQUALIZING EDUCATIONAL OPPORTUNITIES BY MEANS OF PROPRIETARY SCHOOLS, THIS BOOK OFFERS RECOMMENDATIONS FOR JOINT PUBLIC AND PRIVATE TRAINING PROGRAMS, WITH ATTENTION TO SUCH CONCERNS AS COURSE UPGRADING AND STUDENT GRANTS. THE DOCUMENT INCLUDES AN INDEX, QUESTIONNAIRES, TYPES OF COURSES OFFERED IN 544 SCHOOLS, AND TWO QUESTIONNAIRES. (LY)
ERIC: ED037634 SCHENKMAN PUBLISHING COMPANY, INC., 1 STORY STREET, HARVARD SQUARE,

(CONT.)
3825 CAMBRIDGE, MASS. 02139 ($7.95)

3826 PRO AND CON ON FLEXIBLE WORK HOURS 1977
ROBISON, D.: CRUIKSHANK, G.
ADMINISTRATIVE MANAGEMENT, VOL.38, NO.6, JUNE 1977, P. 108.
COST, FLEXIBLE SCHEDULE, JOB SATISFACTION, LABOR FORCE, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, QUALITY OF LIFE, SALARY, WORKING CONDITIONS
INTEREST IN FLEXIBLE WORK SCHEDULES IS HEIGHTENED BY EMPLOYEES WISH TO IMPROVE QUALITY OF WORKING LIFE, BUT PRODUCTIVITY MUST PAY FOR REDUCED WORKING TIME. SPREADING WORK AMONG GREATER NUMBERS WILL SEE A RISE IN TOTAL PRODUCTION.
MGMT: ADM77F0108

3827 THE PROBLEM OF TEENAGE UNEMPLOYMENT. SEP 73
FISHER, ALAN A.
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 363P.; PH.D. DISSERTATION, UNIV. OF CALIFORNIA, BERKELEY
DOCTORAL THESES, ECONOMIC RESEARCH, LABOR MARKET, LABOR TURNOVER, MINIMUM WAGE, TEENAGERS, THEORIES, UNEMPLOYMENT
THE STUDY EXAMINES TEENAGE UNEMPLOYMENT WITHIN AN HISTORICAL, THEORETICAL, AND EMPIRICAL CONTEXT. EXPLANATIONS FOR TRENDS IN UNEMPLOYMENT AND LABOR FORCE PARTICIPATION ARE ANALYZED IN TERMS OF ECONOMIC THEORY AND THE MECHANISMS BY WHICH THESE FACTORS MIGHT OPERATE IN LABOR MARKETS. IT IS DEMONSTRATED THAT THE TREND OF INCREASING UNEMPLOYMENT BEGAN DURING THE 1950S AND HAS NOT AFFECTED WHITE MALES EIGHTEEN-NINETEEN. SUBSTANTIAL EVIDENCE IS PRESENTED TO ARGUE THAT THE LACK OF CORRESPONDENCE BETWEEN ANY TEENAGE AGE-SEX-COLOR GROUP AND A RELEVANT LABOR MARKET IS SO GREAT THAT REGRESSION ANALYSIS BASED ON AGGREGATED LABOR MARKET DATA IS VERY UNRELIABLE. TURNOVER, OR OTHER SUCH VOLUNTARY UNEMPLOYMENT EXPLANATIONS CURRENTLY IN VOGUE, ARE FOUND TO EXPLAIN LITTLE OF THE INCREASE IN UNEMPLOYMENT OR UNEMPLOYMENT DIFFERENTIALS AMONG TEENAGE GROUPS. FAR MORE IMPORTANT ARE INVOLUNTARY UNEMPLOYMENT EXPLANATIONS, ESPECIALLY THE RAPID MECHANIZATION OF AGRICULTURE AND THE MINIMUM WAGE. EVEN WITH NO MINIMUM WAGE UNEMPLOYMENT FOR NONWHITE TEENAGERS WOULD STILL PRESENT A SUBSTANTIAL PROBLEM. (AUGHOR)
ERIC: ED089052 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 223 914, MF $1.45 HC $7.75)

3828 THE PROBLEM OF YOUTH TRAINING. 65
WEBER, ROBERT E.
WELFARE ADMINISTRATION (DHEW), WASHINGTON, D.C. OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT.
NOTES: 19P.
COST EFFECTIVENESS, DELINQUENCY PREVENTION, DISADVANTAGED YOUTH, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB TRAINING, REHABILITATION PROGRAMS, VOCATIONAL EDUCATION, YOUTH AGENCIES, YOUTH EMPLOYMENT
DELINQUENTS INVOLVED IN YOUTH EMPLOYMENT PROGRAMS MAY B E CHARACTERIZED AS DROPOUTS, UNEMPLOYED HIGH SCHOOL GRADUATES, UNDEREMPLOYED YOUTH READY FOR SKILL TRAINING, RESISTANT AND HARD-TO-REACH, HAVING CULTURAL AND COMMUNICATION INADEQUACIES, AND HAVING PHYSICAL AND EMOTIONAL DISABILITY. ONCE TRAINED THESE YOUTH SOMETIMES REFUSED TO ACCEPT EMPLOYMENT, WERE POORLY PREPARED FOR EARNING MONEY, GOT INTO TROUBLE, SOMETIMES QUIT THE LOW-ENTRY JOBS, WERE SOMETIMES FIRED AFTER PLACEMENT, AND HAD TO BE BROUGHT BACK INTO THE PROGRAM FOR FURTHER TRAINING AND REMEDIATION. OTHER FACTORS INCLUDED DISCRIMINATION, A SHORTAGE OF THE REQUISITE KINDS AND NUMBERS OF JOBS, THE OBSOLESCENCE AND INADEQUACY OF EXISTING VOCATIONAL SCHOOLS, THE REFUSAL OF LABOR UNIONS TO SUPPORT APPRENTICESHIP PROGRAMS, AND THE LACK OF PROGRAM COORDINATION BETWEEN THOSE WHO TRAIN AND THOSE WHO HIRE. THE SCHOOL DROPOUT IS FOR THE MOST PART TRAINABLE AND EMPLOYABLE, BUT ONLY WITH A CONSIDERABLE INVESTMENT IN TIME AND DOLLARS. THE STRATEGY OF THE ECONOMICS OF INTERVENTION AND RETURN ON INVESTMENT INDICATE THAT PREVENTION IS CHEAPER THAN THERAPY. SOME ALTERNATIVES TO EXISTING YOUTH EMPLOYMENT TRAINING PROGRAMS ARE THE ARMED FORCES MODEL, THE SCHOOL MODEL, THE REDEFINITION MODEL AND THE INDUSTRIAL MODEL. (DM)
ERIC: ED029119

3829 THE PROBLEM OF YOUTH UNEMPLOYMENT. 15 APR 68
FOLK, HUGH
ILLINOIS UNIV., CHAMPAIGN. INST. OF LABOR AND INDUSTRIAL RELATIONS.
NOTES: 32P.
EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, LABOR ECONOMICS, LABOR FORCE, LABOR MARKET, MINIMUM WAGE, OCCUPATIONAL MOBILITY, OUT OF SCHOOL YOUTH, PART TIME JOBS, SEASONAL EMPLOYMENT, STUDENTS, UNEMPLOYMENT, YOUTH EMPLOYMENT
AN ANALYSIS OF EXISTING DATA ON YOUTH UNEMPLOYMENT WAS USED TO (1) REVIEW THE REASONS FOR HIGH AND RISING YOUTH UNEMPLOYMENT, (2) ACCOUNT FOR HIGH YOUTH UNEMPLOYMENT IN 1966, AND (3) MEASURE THE IMPORTANCE OF THE VARIOUS CAUSES OF RISING YOUTH UNEMPLOYMENT. SUMMARY FINDINGS INCLUDED--(1) RELATIVELY HIGH RATES OF YOUTH UNEMPLOYMENT ARE TO BE EXPECTED EVEN IN YEARS OF LOW GENERAL UNEMPLOYMENT BECAUSE OF THE LARGE AMOUNT OF MOVEMENT INTO AND OUT OF THE LABOR FORCE RESULTING FROM THE EXTENDED PERIOD OF EDUCATION CHARACTERISTIC OF THE UNITED STATES, (2) IN 1966, BETWEEN THREE-FIFTHS AND SEVEN-EIGHTS OF YOUTH UNEMPLOYMENT AROSE FROM INEXPERIENCED AND REENTERING JOB SEEKERS, (3) RAPID INCREASES IN THE SIZE OF THE YOUTH LABOR FORCE AND THE PROPORTION ENROLLED IN SCHOOL HAS LED TO INCREASED PROPORTIONS OF YOUTH SEEKING PART-TIME AND SUMMER JOBS, (4) THERE IS NO EVIDENCE THAT EMPLOYERS HAVE BECOME MORE RESTRICTIVE TOWARD YOUNG JOB SEEKERS, BUT THEY

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3929 HAVE BECOME INCREASINGLY SELECTIVE AMONG YOUTH, WITH THE RESULT THAT UNEMPLOYMENT RATES OF THE YOUNGEST AGE GROUPS, NONWHITES, AND GIRLS HAVE INCREASED MORE THAN OTHERS, AND (5) INSUFFICIENT VOCATIONAL GUIDANCE, LACK OF INFORMATION, AND THE SEASONAL PATTERN OF ENROLLED JOB SEEKERS ENTERING AND LEAVING THE LABOR FORCE CONTRIBUTE TO HIGH FRICTIONAL UNEMPLOYMENT. HIGH ECONOMIC GROWTH RATES, MODIFICATIONS IN MINIMUM WAGE STANDARDS, AND JOB CREATION ARE RECOMMENDED TO RELIEVE YOUTH UNEMPLOYMENT. (ET)
ERIC: ED022049

3930 PROBLEMS AND ISSUES IN THE EMPLOYMENT OF MINORITY, DISADVANTAGED AND FEMALE GROUPS AN ANNOTATED BIBLIOGRAPHY. JAN 73
PINTO, PATRICK R., COMP.;BUCHMEIER, JEANNE C., COMP.
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER.
NOTES: 69P.; BULLETIN 59
ANNOTATED BIBLIOGRAPHIES, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, FEDERAL LEGISLATION, FEMALES, INFORMATION DISSEMINATION, LABOR MARKET, MANPOWER DEVELOPMENT, MINORITY GROUPS, RACIAL DISCRIMINATION, SEX DISCRIMINATION, SOCIAL DISCRIMINATION, TRAINING, UNIONS
TODAY THERE IS NO MORE CRITICAL MANPOWER MANAGEMENT ISSUE FOR EMPLOYERS THAN ADEQUATE STAFFING PRACTICES WITH REGARD TO THREE LARGE, AND SOMETIMES OVERLAPPING, GROUPS MINORITIES, THE DISADVANTAGED, AND FEMALES. THE AMOUNT OF MATERIAL DEALING WITH THIS TOPIC IS STAGGERING. WITHIN THE PERSONNEL FIELD ITSELF, THE ISSUES CHANGE WHEN QUESTIONS ABOUT RECRUITMENT TURN TO QUESTIONS ABOUT TRAINING, AND COMPENSATION, AND DEALING WITH UNIONS. WE HAVE UNDERTAKEN TO COMPILE THIS BIBLIOGRAPHY TO IDENTIFY SOME OF THESE ISSUES. THIS BIBLIOGRAPHY COVERS MATERIAL PUBLISHED SINCE JULY 2, 1965, THE EFFECTIVE DATE OF TITLE VII OF THE 1964 CIVIL RIGHTS ACT. IT INCLUDE REFERENCES THROUGH SUMMER 1972. THERE ARE 548 ENTRIES LISTED, MOST WITH BRIEF ANNOTATIONS. THE CONTENTS ARE ORGANIZED AS FOLLOWS PART 1 CONCERNS GENERAL REFERENCE SOURCES. THESE INCLUDE (A) LOOSE-LEAF REPORTING SERVICES AND (B) ABSTRACTING SERVICES. PART II DEALS WITH THE LEGAL CONTEXT. ITS THREE SECTIONS DEAL WITH REFERENCE SOURCES: FEDERAL LEGISLATION, EXECUTIVE ORDERS, AND FEDERAL AGENCY GUIDELINES: AND, MINNESOTA LEGISLATION, RESPECTIVELY. PART III, TOPICS IN REFERENCE TO GENERAL DISADVANTAGED GROUPS, INCLUDES THE FOLLOWING SECTIONS COLLECTIONS OF READINGS AND CASE STUDIES: STAFFING RECRUITMENT, TESTING, SELECTION, PROMOTION, AND LABOR MARKETS: TRAINING RETRAINING, UPGRADING, OJT, SUPERVISORY TRAINING, AND MANPOWER DEVELOPMENT: COMPENSATION DISCRIMINATION AND WAGE DIFFERENTIALS: UNIONS AND LABOR RELATIONS BARRIERS, APPRENTICESHIP, AND ATTITUDES: AND, MISCELLANEOUS READINGS. (AUTHOR/JM)
ERIC: ED083339 INDUSTRIAL RELATIONS CENTER, UNIV. OF MINNESOTA, MINNEAPOLIS, MINN. 55455 (FREE)

3931 PROBLEMS AND LEGALITIES OF MATERNITY LEAVE, CHILD CARE LEAVE, AND PAID SICK LEAVE APPLICATION 1974
RAINS, H.H.
JOURNAL OF COLLECTIVE NEGOTIATIONS IN THE PUBLIC SECTOR, VOL.3, NO.4, FALL 1974, P. 305-315.
COLLECTIVE BARGAINING, DISCRIMINATION, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR LAW, LEGISLATION, LITIGATION, WOMEN
REVIEWS LEGISLATION AND COURT DECISIONS ON THE MATTERS OF MATERNITY AND CHILD CARE LEAVES. EXAMINES AREAS OF FREEDOM FOR SCHOOL BOARD POLICIES TOWARD TEACHER ABSENCES.
MGMT: JCN74R0305

3932 PROBLEMS ASSOCIATED WITH DEVELOPING A REALISTIC EMPLOYMENT COUNSELING PROGRAM FOR DISADVANTAGED URBAN YOUTH. 64
JONES, ROY J. ;TERRELL, DAVID L
NOTES: 52P.
COUNSELING, COUNSELING CENTERS, COUNSELORS, DELINQUENTS, DISADVANTAGED YOUTH, DROPOUTS, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT PROBLEMS
A YOUTH EMPLOYMENT COUNSELING CENTER WAS ESTABLISHED TO PROVIDE A TENTATIVE WORKING MODEL FOR THE SETTING UP OF NEW YOUTH EMPLOYMENT PROGRAMS. MANY OF THE SOCIALLY DISADVANTAGED YOUTHS (AGES 16 TO 19) SERVED BY THE CENTER HAD POLICE RECORDS. THE CENTERS COUNSELING STAFF WAS RECRUITED FROM MANY DISCIPLINES AND DEALT ONLY WITH THE PROBLEMS RELATED TO THE YOUTHS EMPLOYMENT PROBLEMS AND WITH THEIR DEVELOPING A REALISTIC AND MEANINGFUL OUTLOOK ABOUT THEIR FUTURE. COUNSELING AND EMPLOYMENT PLACEMENT PROBLEMS AROSE FROM THE YOUTHS INADEQUATE MEANS OF EXPRESSION, LACK OF KNOW-HOW IN TAKING WRITTEN TESTS, ACADEMIC HANDICAPS, AND SELF-DEFEATING ATTITUDES. THE YOUTHS POLICE RECORDS AND LABOR LAWS PROHIBITING YOUTH EMPLOYMENT FURTHER CONTRIBUTED TO THE PROBLEMS OF FINDING JOBS FOR THEM. (BD)
ERIC: ED011016

3933 PROBLEMS IN MEASURING UNEMPLOYMENT AUG 75
SHISKIN, JULIUS;STEIN, ROBERT L.
MONTHLY LABOR REVIEW;98;8;3-10
UNEMPLOYMENT, EMPLOYMENT PROBLEMS, OCCUPATIONAL SURVEYS, MEASUREMENT TECHNIQUES, SUBEMPLOYMENT, PART TIME JOBS, LABOR MARKET, OCCUPATIONAL INFORMATION, EMPLOYMENT OPPORTUNITIES, JOB APPLICANTS, JOB SEARCH
THE BUREAU OF LABOR STATISTICS IS STUDYING THE INTENSITY OF JOB SEARCH, AND THE SPECIAL PROBLEMS OF COUNTING DISCOURAGED, SECONDARY, AND SUBEMPLOYED WORKERS. (AUTHOR)
ERIC: EJ120562

3834 PROBLEMS IN THE APPLICATION OF BEHAVIOR MODIFICATION PRINCIPLES FOR TEACHING JOB-REQUIRED BEHAVIORS TO DISADVANTAGED MANPOWER TRAINEES. SPECIAL REPORT. OCT 72
FEIFER, IRWIN;AND OTHERS
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 17P.; PRESENTED AT THE MEETING OF AMERICAN PSYCHOLOGICAL ASSOCIATION (HONOLULU, HAWAII, SEPTEMBER, 1972)
BEHAVIOR DEVELOPMENT, DISADVANTAGED GROUPS, EMPLOYMENT, JOB ANALYSIS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, ORIENTATION, REINFORCEMENT, SPECIAL PROGRAMS, TRAINEES
IN ITS ATTEMPTS TO APPLY BEHAVIOR MODIFICATION PRINCIPLES TO TEACHING JOB-REQUIRED BEHAVIORS TO MANPOWER TRAINEES, THE MOBILIZATION FOR YOUTH-EXPERIMENTAL MANPOWER LABORATORY (MFY-EML), HAS MOUNTED A NUMBER OF REINFORCEMENT-BASED NEIGHBORHOOD YOUTH CORPS TRAINING PROGRAMS. THE NATURE, MAGNITUDE AND SCHEDULING OF REINFORCERS, THE NATURE OF THE BEHAVIORS TO BE TAUGHT, AND THE PRACTICAL CONSTRAINTS INHERENT IN THE NATURAL TRAINING SETTING ALL POSED PROFOUND PROBLEMS TO OVERCOME. THIS ANTIPAPER IS AN EXPLICATION OF THESE TYPES OF PROBLEMS THAT WERE ENCOUNTERED IN EXTRAPOLATING REINFORCEMENT PRINCIPLES TO THE MANPOWER TRAINING SETTING. WRITTEN FOR THE PROFESSIONAL BEHAVIORAL MODIFIER, AN ENSUING RECOMMENDATION IS THAT THE ACADEMIC RESEARCH LABORATORY BE MORE RESPONSIVE TO ROADBLOCKS ENCOUNTERED IN FIELD APPLICATIONS AND INVESTIGATE THEM SYSTEMATICALLY SO AS TO FACILITATE THE CONTINUAL REFINEMENT OF FIELD PRACTICE. (AUTHOR)
ERIC: ED075656 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 865, MF $.95; HC $3.00)

3835 PROBLEMS IN THE TRANSITION FROM HIGH SCHOOL TO WORK AS PERCEIVED BY VOCATIONAL EDUCATORS. OCT 67
GARBIN, A.P. ;AND OTHERS
NOTES: 32P.
ADJUSTMENT PROBLEMS, EDUCATIONAL NEEDS, EMPLOYMENT QUALIFICATIONS, INDIVIDUAL CHARACTERISTICS, INSTRUCTIONAL MATERIALS, SURVEYS, TEACHER ATTITUDES, TEACHING METHODS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, WORK ATTITUDES, YOUTH EMPLOYMENT, YOUTH PROBLEMS
A PART OF A LARGE PROJECT TO DEVELOP AND TEST SOLUTIONS TO ALLEVIATE SOME OF THE MOST CRUCIAL WORKER ADJUSTMENT PROBLEMS AND TO ENCOURAGE THE ADOPTION OF NEW INSTRUCTIONAL MATERIALS AND OTHER PROGRAMATIC SOLUTIONS, THIS STUDY EXPLORED THE FACTORS RELATED TO THE TRANSITION OF MODERN YOUTH FROM SCHOOL TO WORK WITH THE INTENTION OF IDENTIFYING SPECIFIC IMPEDIMENTS TO A SMOOTH AND LASTING ADJUSTMENT. THROUGH THE USE OF INTERVIEWS AND OPEN-ENDED QUESTIONNAIRES, A PURPOSIVE (NONRANDOM) SAMPLE OF 69 RESPECTED VOCATIONAL EDUCATORS FROM CITIES IN REPRESENTATIVE GEOGRAPHIC AREAS PROVIDED DATA IDENTIFYING SOCIAL AND PSYCHOLOGICAL PROBLEMS FACED BY YOUTH ADJUSTING TO THE WORK WORLD, THE SPECIFIC CURRICULUM MATERIALS AND OTHER DEVICES USED TO ALLEVIATE SOME OF THE MOST CRUCIAL PROBLEMS, AND ADDITIONAL SUGGESTIONS OR RECOMMENDATIONS. FROM AMONG 49 SPECIFIC WORKER ADJUSTMENT PROBLEMS IDENTIFIED, FOUR WERE CITED BY MORE THAN 40 PERCENT OF THE SAMPLE--(1) UNREALISTIC ASPIRATIONS AND EXPECTATIONS, (2) POOR ATTITUDES TOWARD WORK AND WORKING, (3) LACK OF RESPONSIBILITY, MATURITY, AND SELF-DISCIPLINE, AND (4) LACK OF KNOWLEDGE OF THE REAL DEMANDS OF WORK. RESPONDENTS PROVIDED ONLY AN INCOMPLETE AND SPARSE LIST OF MATERIALS AND METHODS CONSIDERED VALUABLE FOR CONTROLLING ADJUSTMENT PROBLEMS. FIELD TRIPS, EMPLOYER LECTURES AND SUPPLEMENTARY TEACHERS, AND SIMULATED WORK SHOPS WERE MENTIONED BY SEVERAL. SUGGESTIONS CONCERNED (1) DEVELOPING BOOKS, PAMPHLETS, PROJECTS, KITS, AND TESTS, (2) USING AUDIOVISUAL MATERIALS, AND (3) IMPROVING SERVICES, FACILITIES, PROGRAMS, AND CURRICULUMS. SINCE THE SEVERAL FINDINGS OF THIS STUDY WERE TENTATIVE AND SUGGESTIVE, FURTHER RESEARCH WAS RECOMMENDED. (ET)
AIM/ARM: VT003304

3836 PROBLEMS IN THE TRANSITION FROM SCHOOL TO WORK AS PERCEIVED BY YOUTH OPPORTUNITY CENTER COUNSELORS. A NATIONAL SURVEY. FINAL REPORT. RESEARCH SERIES NO. 53. DEC 69
EGGEMAN, DONALD F.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-3-7-000159-2037
NOTES: 76P.
ADJUSTMENT PROBLEMS, BIBLIOGRAPHIES, COUNSELING SERVICES, COUNSELOR ATTITUDES, EMPLOYMENT, INSTRUCTIONAL AIDS, INSTRUCTIONAL MATERIALS, JOB TRAINING, OCCUPATIONAL GUIDANCE, PERSONALITY PROBLEMS, QUESTIONNAIRES, SCHOOL ROLE, TEACHER ATTITUDES, VOCATIONAL ADJUSTMENT, YOUTH EMPLOYMENT, YOUTH PROBLEMS, SCHOOL TO WORK TRANSITION
QUESTIONNAIRES CONCERNING MAJOR PROBLEMS FACING YOUTH IN THE TRANSITION FROM SCHOOL TO WORK WERE MAILED TO ALL COUNSELORS AT THE 167 YOUTH OPPORTUNITY CENTERS (YOC) OF THE U.S. EMPLOYMENT SERVICE. DATA WERE OBTAINED FROM USABLE RETURNS BY 763 (59 PERCENT) COUNSELORS. THE PROBLEMS WERE CATEGORIZED INTO NINE MAJOR CATEGORIES (JOB PREPARATION, PERSONALITY VARIABLES, VOCATIONAL BEHAVIOR, SCHOOL PROGRAMS, DISCRIMINATORY FACTORS, FAMILY BACKGROUND, COMMUNITY FACTORS, FACTORS INHERENT IN JOB, AND MILITARY OBLIGATION), AND 50 SUB-CATEGORIES. PROBLEMS ENUMERATED BY YOC COUNSELORS AND BY A PURPOSIVE SAMPLE OF VOCATIONAL EDUCATORS (GARBIN, ET AL., 1967) HAVE A CORRELATION OF .61 (SPEARMAN) WHICH INCREASES THE PROBABILITY THAT THESE ARE REAL PROBLEMS FACING YOUTH. COUNSELORS RECOMMENDED THAT SCHOOLS PROVIDE BETTER OCCUPATIONAL INFORMATION, MORE VOCATIONAL GUIDANCE, AND ADDITIONAL COURSES TEACHING BASIC PREVOCATIONAL SKILLS. OTHER REPORTS IN THIS SERIES ARE AVAILABLE AS ED 016 811, ED 021 070, AND ED 032 430. (CH)
ERIC: ED036626 THE CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION, THE OHIO STATE UNIVERSITY, 1900 KENNY ROAD, COLUMBUS, OHIO 43210

3537 PROBLEMS OF COMMUNITY ACTION IN APPALACHIA. MAY 68
ZELLER, FREDERICK A.;MILLER, ROBERT W.
WEST VIRGINIA UNIV., MORGANTOWN. WEST VIRGINIA CENTER FOR APPALACHIAN STUDIES AND DEVELOPMENT.
NOTES: 20P.
ACTION PROGRAMS (COMMUNITY), CITIZEN PARTICIPATION, COMMUNITY CHARACTERISTICS, COMMUNITY SERVICE PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, POLITICAL POWER, POVERTY PROGRAMS, POWER STRUCTURE, PROBLEMS, PROGRAM ATTITUDES, PROGRAM EVALUATION, RURAL AREAS, SOCIOCULTURAL PATTERNS, APPALACHIA, ECONOMIC OPPORTUNITY ACT OF 1964
DEALING WITH AN ANALYSIS AND EVALUATION OF COMMUNITY ACTION PROGRAMS (PROVIDED FOR BY THE ECONOMIC OPPORTUNITY ACT OF 1964) IN APPALACHIA, THIS REPORT PRESENTS 3 CONDITIONS FOR PROGRAM SUCCESS (1) ADEQUATE COMMUNITY ACTION LEADERSHIP AT THE LOCAL LEVEL; (2) POWER HOLDERS AT THE COMMUNITY, COUNTY, OR LOCAL LEVEL WHO ARE SYMPATHETIC, OR AT LEAST NEUTRAL, TO ACCOMPLISHMENT OF THE GOALS OF COMMUNITY ACTION; AND (3) INVOLVEMENT OF THE TARGET POPULATION IN THE COMMUNITY ACTION PROGRAMS. AFTER AN EVALUATION OF THE STATE OF THESE 3 CONDITIONS IN COMMUNITY ACTION PROGRAMS IN APPALACHIA, IT IS CONCLUDED THAT THE CONDITIONS ARE UNATTAINED AND IT IS RECOMMENDED THAT THE DEVELOPMENT OF ADEQUATE COMMUNITY ACTION LEADERSHIP AT THE LOCAL LEVEL BE GIVEN TOP PRIORITY SINCE THE OTHER 2 CONDITIONS PROBABLY MUST BE TAKEN AS GIVENS UNTIL THE DEVELOPMENT OF EFFECTIVE LEADERSHIP IS ACCOMPLISHED. (BO)
ERIC: ED054373

3538 PROBLEMS OF THE UPWARD BOUND PROGRAM IN PREPARING DISADVANTAGED STUDENTS FOR A POSTSECONDARY EDUCATION. REPORT TO THE CONGRESS. 7 MAR 74
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 63P.
COLLEGE ADMISSION, COLLEGE BOUND STUDENTS, COLLEGE PREPARATION, COMPENSATORY EDUCATION PROGRAMS, CULTURAL ENRICHMENT, CURRICULUM DEVELOPMENT, DISADVANTAGED YOUTH, HIGHER EDUCATION, HIGH SCHOOL GRADUATES, LOW INCOME, POST HIGH SCHOOL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM EVALUATION, REMEDIAL INSTRUCTION, TUTORING, UPWARD BOUND
THE GENERAL ACCOUNTING OFFICE (GAO) UNDERTOOK THIS REVIEW TO TEST THE EFFECTIVENESS OF THE UPWARD BOUND PROGRAM, WHICH IS ADMINISTERED BY THE DEPARTMENT OF HEALTH, EDUCATION, AND WELFARES (HEW) OFFICE OF EDUCATION (OE). THIS PROGRAM WAS DESIGNED TO PROVIDE LOW INCOME STUDENTS WHO ARE POTENTIALLY SUCCESSFUL BUT INADEQUATELY TRAINED, WITH SKILLS AND MOTIVATION NECESSARY TO SUCCEED IN EDUCATION BEYOND HIGH SCHOOL. THE PROGRAM IS SUPPOSED TO CORRECT THESE STUDENTS FAULTY ACADEMIC PREPARATION BY PROVIDING REMEDIAL INSTRUCTION, ALTERED CURRICULUMS, TUTORING, CULTURAL EXPOSURE, AND ENCOURAGEMENT. FROM 1965 THROUGH FISCAL YEAR 1973, ABOUT 206 MILLION DOLLARS WAS OBLIGATED FOR GRANTS TO AND CONTRACTS WITH INSTITUTIONS OF HIGHER EDUCATION AND OTHER QUALIFYING PUBLIC AND PRIVATE ORGANIZATIONS FOR PLANNING, DEVELOPING, OR CARRYING OUT THIS PROGRAM. GAO REVIEWED 15 PROJECTS IN ARIZONA, CALIFORNIA, FLORIDA, GEORGIA, MASSACHUSETTS, NEVADA, NEW HAMPSHIRE, RHODE ISLAND, AND VERMONT THAT HAD OBLIGATED 12.1 MILLION DOLLARS THROUGH JUNE 30, 1972. ALTHOUGH UPWARD BOUND MIGHT BE MOTIVATING STUDENTS TO ENROLL IN COLLEGE, OE DOES NOT KNOW HOW EFFECTIVE THE PROGRAM HAS BEEN IN ACHIEVING ITS GOALS OF EQUIPPING STUDENTS WITH THE ACADEMIC SKILLS AND MOTIVATION NECESSARY FOR SUCCESS IN COLLEGE. AVAILABLE DATA INDICATES THAT THE PROGRAM APPARENTLY HAS NOT ACHIEVED THIS GOAL. IN TERMS OF COLLEGE RETENTION AND GRADUATION, UPWARD BOUND HAS BEEN SUBSTANTIALLY LESS EFFECTIVE THAN INDICATED BY EARLIER RESEARCH STUDIES AND OES ANNUAL EVALUATION REPORT TO THE CONGRESS. (AUTHOR/JM)
ERIC: ED090349 GENERAL ACCOUNTING OFFICE, ROOM 6417, 441 G STREET, N.W., WASHINGTON, D.C. 20548 (B-164031(1); $1.00)

3539 PROBLEMS OF THE YOUNG WORKING GIRL DEC 70
KOHLMANN, ELEANORE L.;AND OTHERS
AMERICAN VOCATIONAL JOURNAL;45;9;26-27
ADJUSTMENT PROBLEMS, EMPLOYMENT PROBLEMS, HIGH SCHOOL GRADUATES, RESEARCH PROJECTS, SOCIAL ADJUSTMENT, SOCIAL PROBLEMS, VOCATIONAL ADJUSTMENT, WORKING WOMEN
THEY ARE NOT BY ANY MEANS LIMITED TO JOB ADJUSTMENT, STUDY SHOWS. (EDITOR)
ERIC: EJ030444

3540 PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS. THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 143P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
ADMINISTRATOR GUIDES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, LOW INCOME GROUPS, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, UNEMPLOYMENT, MANPOWER RESEARCH, VERMONT
THE PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS CONSISTS OF THE GUIDELINES DEVELOPED THROUGH ACTUAL OPERATIONS OF THE VERMONT EXPERIMENTAL AND DEMONSTRATION MANPOWER PILOT PROJECT DURING ITS 3-YEAR EXPERIENCE. THE SCOPE OF THE PROCEDURAL GUIDES ENCOMPASSES BOTH THE SPECIAL WORK PROJECT FOR THE UNEMPLOYED AND THE UPGRADING PROJECT FOR THE WORKING POOR. THESE ADMINISTRATIVE PROCEDURES OR GUIDELINES WERE DEVELOPED FOR USE BY VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT MANPOWER PILOT PROJECT (E + D) [illegible] OFFICE PERSONNEL (1) IN DEALING WITH, AND DEVELOPING SUBCONTRACTS WITH, EMPLOYERS; (2) IN ENROLLING TRAINEES IN PROJECT WORK SLOTS; AND (3) IN WORKING WITH OTHER CONCERNED PUBLIC AGENCIES. ADDITIONALLY, THE PROCEDURAL GUIDES CONTAINS SAMPLES OF ALL FORMS USED BOTH FOR ONGOING CONTROL OF E + D ACTIVITY AS WELL AS END OF PROJECT DOCUMENTATION. (AUTHOR)
ERIC: ED094259 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

(CONT.)
3840 ($3.00)

3841 PROCEEDINGS OF CONFERENCE ON METHODS OF JOB DEVELOPMENT FOR THE HARD-CORE UNEMPLOYED (GEORGIA INSTITUTE OF TECHNOLOGY, ATLANTA, OCTOBER 1-2, 1968). JAN 69
GEORGIA INST. OF TECH., ATLANTA.;NATIONAL ALLIANCE OF BUSINESSMEN, ATLANTA, GA.
NOTES: 173P.
CONFERENCE REPORTS, MANPOWER DEVELOPMENT, INTERAGENCY COORDINATION, EMPLOYMENT QUALIFICATIONS, UNEMPLOYED, EMPLOYMENT PROGRAMS, EDUCATIONALLY DISADVANTAGED
THIS CONFERENCE ENABLED COMPANIES WITH EMPLOYMENT PROGRAMS FOR THE EDUCATIONALLY DISADVANTAGED IN ATLANTA TO SHARE THEIR EXPERIENCES AND LEARN FROM EACH OTHER. PROBLEM AREAS DISCUSSED INCLUDE (1) JOB AVAILABILITY FOR THE HARD-CORE UNEMPLOYED, (2) IDENTIFICATION OF HARD-CORE JOBS AND MATCHING THEM WITH WORKER CHARACTERISTICS, (3) WORK ORIENTATION, (4) JOB TRAINING, AND (5) THE ROLE OF PUBLIC EDUCATION IN PREPARATION FOR WORK. THE CONFERENCE FOUND THAT JOB DEVELOPMENT FOR THE HARD-CORE UNEMPLOYED COULD BE UNDERTAKEN MUCH MORE EFFICIENTLY IF THE AGENCIES INVOLVED WOULD COORDINATE THEIR ACTIVITIES IN A UNITED EFFORT. ON THE LEVEL OF THE INDIVIDUAL FIRMS, CONFEREES AGREED THAT THE MAJOR FACTOR IN PROGRAM SUCCESS IS A FIRM COMMITTMENT BY TOP MANAGEMENT. (BH)
AIM/ARM: VT011955

3842 PROCEEDINGS OF NATIONAL CONFERENCE ON STATE AND LOCAL MANPOWER PLANNING (SALT LAKE CITY, UTAH, APRIL 28-30, 1971). APR 71
ROBSON, R. THAYNE, ED.;MANGUM, GARTH L., ED.
UTAH UNIV., SALT LAKE CITY. HUMAN RESOURCES INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 275P.
CASE STUDIES, CITY PLANNING, CONFERENCE REPORTS, FEDERAL GOVERNMENT, LOCAL GOVERNMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MODELS, POLICY FORMATION, POLITICS, PUBLIC POLICY, REGIONAL PLANNING, STATE GOVERNMENT, STATEWIDE PLANNING
APPROXIMATELY 250 MANPOWER PLANNING SPECIALISTS EMPLOYED BY FEDERAL, STATE, AND LOCAL GOVERNMENTS AND UNIVERSITIES ATTENDED A 2-DAY CONFERENCE, WHICH EXAMINED THE PLANNING PROCESS FOR MANPOWER ACTION GEARED TO STATE AND LOCAL AREA NEEDS. TOPICS COVERED IN PAPERS AT THE CONFERENCE INCLUDED (1) PRINCIPLES AND PROBLEMS OF MANPOWER POLICY PLANNING, (2) APPROPRIATE ROLES IN MANPOWER PLANNING AND ADMINISTRATION, (3) CASE STUDIES OF STATE AND CITY MANPOWER ORGANIZATION, AND (4) ALTERNATIVE MODELS FOR MANPOWER PLANNING. THE REPORT ALSO CONTAINS AN APPENDIX WHICH DESCRIBES AND CLASSIFIES THE PLANNING AND ADMINISTRATION OF MANPOWER ACTIVITIES IN 48 STATES BY THE EXTENT OF AUTHORITY AND COORDINATION BETWEEN PLANNING AND OPERATING AGENCIES. (AUTHOR/SB)
ERIC: ED075592 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 212 199, MF $.95; HC $3.00)

3843 PROCEEDINGS OF THE ANNUAL MEETING, COUNCIL OF GRADUATE SCHOOLS IN THE UNITED STATES (16TH, DENVER, COLORADO, DECEMBER 8-10, 1976). DEC 76
RYAN, JOHN W., ED.
COUNCIL OF GRADUATE SCHOOLS IN THE U.S., WASHINGTON, D.C.
NOTES: 207P.
ACCREDITATION (INSTITUTIONS), CONFERENCE REPORTS, EDUCATIONAL INNOVATION, EDUCATIONAL QUALITY, ENROLLMENT, FEMALES, FOREIGN STUDENTS, GRADUATE STUDENTS, GRADUATE STUDY, GRADUATE SURVEYS, INFORMATION RETRIEVAL, INTERSTATE PROGRAMS, MANPOWER UTILIZATION, MEDICAL EDUCATION, MINORITY GROUPS, ORGANIZATIONS (GROUPS), SCIENCE EDUCATION, STANDARDIZED TESTS, SURVEYS, GRADUATE RECORD EXAMINATION
PROCEEDINGS INCLUDE PRESENTATIONS DURING SESSIONS ON ISSUES IN INTERSTATE PROGRAMS IN GRADUATE EDUCATION; GRADUATE MANPOWER; INCREASING OPPORTUNITIES IN GRADUATE EDUCATION FOR MINORITIES AND WOMEN; INFORMATION RETRIEVAL; THE GRADUATE RECORD EXAMINATION; CREATIVITY IN GRADUATE EDUCATION; ASSESSING GRADUATE PROGRAM QUALITY; ACCREDITATION; BIOMEDICAL SCIENCES; THE CONCEPT OF CAMPUS; AND INTERNATIONAL STUDENTS. ALSO INCLUDED ARE PROCEEDINGS OF THE LUNCHEON MEETING AND PRESENTATIONS, THE BUSINESS MEETING, THE REPORT OF THE COUNCIL ON THE GRE BOARD 1976-77 SURVEY OF GRADUATE ENROLLMENT, THE COUNCILS CONSTITUTION, AND A LIST OF MEMBER INSTITUTIONS. (MSE)
ERIC: ED136696 COUNCIL OF GRADUATE SCHOOLS IN THE UNITED STATES, ONE DUPONT CIRCLE, SUITE 740, WASHINGTON, D.C. 20036

3844 PROCEEDINGS OF THE ANNUAL WINTER MEETING (24TH, NEW ORLEANS, LOUISIANA, DECEMBER 27-28, 1971). 72
SOMERS, GERALD G., ED.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, MADISON, WISC.
NOTES: 437P.
CONFERENCE REPORTS, CONSTRUCTION INDUSTRY, ECONOMIC RESEARCH, EMPLOYMENT, FOREIGN COUNTRIES, INCOME, INDUSTRIAL RELATIONS, LABOR ECONOMICS, LABOR SUPPLY, LABOR UNIONS, MINORITY GROUPS, NEGRO EMPLOYMENT, PERSONNEL MANAGEMENT, UNEMPLOYMENT, WAGES
SEVENTY PARTICIPANTS REPRESENTING DIVERSE GROUPS SUCH AS MANAGEMENT, UNION MEMBERS, GOVERNMENT WORKERS, AND COLLEGE TEACHERS ATTENDED A 2-DAY CONFERENCE COVERING THE FULL RANGE OF INDUSTRIAL RELATIONS PROBLEMS. FOR THOSE ATTENDING THE CONFERENCE, SESSIONS WERE HELD WHICH DEALT WITH PROBLEMS IN THE CONSTRUCTION INDUSTRY, ISSUES IN INCOMES POLICY, THE RELATIONSHIP OF EDUCATION TO LABOR SUPPLY, PUBLIC SERVICE EMPLOYMENT AND WORKMANS COMPENSATION. A GENERAL SESSION ON PROBLEMS IN LABOR ECONOMICS INCLUDED DISCUSSION OF THE EFFECTS OF MINIMUM WAGES, THE DEPTH OF UNEMPLOYMENT, AND THE MOBILITY OF LABOR. STILL OTHER SESSIONS WERE DEVOTED TO THE FIELD OF ORGANIZATIONAL BEHAVIOR AND PERSONNEL MANAGEMENT, UNION-MINORITY RELATIONSHIP, BLACK EMPLOYMENT, AND LOWER-MIDDLE

(CONT.)
3844 INCOME WORKERS. THIS PROCEEDINGS REPORT INCLUDES THE TEXT OF 35 PRESENTATIONS AND SUMMARIES OF DISCUSSIONS. (JS)
ERIC: ED067470 INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, 7114 SOCIAL SCIENCE BUILDING, UNIVERSITY OF WISCONSIN, MADISON, WIS. 53706 ($5.00)

3845 PROCEEDINGS OF THE ANNUAL WINTER MEETING. (23RD, DETROIT, DECEMBER 28-29, 1970). INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES. 71
SOMERS, GERALD G., ED.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, MADISON, WIS.
NOTES: 400P.
LABOR ECONOMICS, LABOR MARKET, MANPOWER DEVELOPMENT, INDUSTRIAL RELATIONS, UNEMPLOYMENT, NEGRO EMPLOYMENT, MIGRANT WORKERS, YOUTH EMPLOYMENT, MINIMUM WAGE, LABOR UNIONS, LABOR FORCE, LABOR PROBLEMS
THE 32 PAPERS PRESENTED IN THIS VOLUME EMPHASIZE EMPLOYMENT AND MANPOWER PROBLEMS WITH DISCUSSIONS OF LABOR LAW, ORGANIZATIONAL RESEARCH, AND INCOME MAINTENANCE PROPOSALS. PAPERS WERE PRESENTED IN 11 SESSIONS (1) PROBLEMS OF MIGRANT WORKERS, (2) NEGRO EMPLOYMENT IN THE SOUTH, (3) THE LABOR MARKET, (4) YOUTH UNEMPLOYMENT AND MINIMUM WAGES, (5) MANPOWER PROBLEMS IN HEALTH SERVICES, (6) INVITED PAPERS, (7) PERSONNEL AND ORGANIZATIONAL RESEARCH: EMPIRICAL STUDIES BY SELECTED MICHIGAN EMPLOYERS, (8) LEGAL REMEDIES UNDER NLRA, (9) MANPOWER PLANNING INVITED PAPERS, (10) ISSUES IN INCOME MAINTENANCE, AND (11) UNION ADAPTATION TO CHANGES IN THE LABOR FORCE. (GEB)
AIM/ARM: VT013676

3846 PROCEEDINGS OF THE CONFERENCE ON STUDENT DEVELOPMENT IN THE COMMUNITY COLLEGES DIRECTIONS AND DESIGNS FOR THE SEVENTIES. 70
ROBBINS, WILLIAM A., COMP.;MARTORANA, S. V., COMP.
STATE UNIV. OF NEW YORK, ALBANY. TWO YEAR COLL. STUDENT DEVELOPMENT CENTER.
NOTES: 113P.; PROCEEDINGS OF A CONFERENCE SPONSORED BY THE TWO-YEAR COLLEGE STUDENT DEVELOPMENT CENTER AND THE OFFICE OF THE VICE-CHANCELLOR FOR TWO-YEAR COLLEGES, STATE UNIVERSITY OF NEW YORK, MARCH 9-10, 1970
ADMINISTRATOR ATTITUDES, COLLECTIVE BARGAINING, DISADVANTAGED YOUTH, EDUCATIONAL FINANCE, JUNIOR COLLEGES, STUDENT CHARACTERISTICS, STUDENT PERSONNEL SERVICES, NEW YORK
THIS REPORT OF A MARCH 1970 CONFERENCE ON STUDENT DEVELOPMENT IN COMMUNITY COLLEGES INCLUDES THE PAPERS PRESENTED AND THE MAJOR POINTS OF DISCUSSION THAT FOLLOWED EACH PRESENTATION. SPEAKERS FOCUSED ON THE PRESENT SITUATION, BUT KEPT AN EYE TO THE FUTURE. AMONG THE TOPICS CONSIDERED WERE SOME STUDENT CHARACTERISTICS AND THEIR IMPLICATIONS FOR STUDENT PERSONNEL: COMMUNITY COLLEGES AND THE DISADVANTAGED STUDENT: A PRESIDENTS AND TRUSTEES VIEW: FINANCING COMMUNITY COLLEGE EDUCATION: AND COLLECTIVE BARGAINING AND THE COLLEGE STUDENT. (CA)
ERIC: ED050715

3847 PROCEEDINGS OF THE DECATUR SEMINAR: NOVEMBER 1971. NOV 71
FRY, RONALD, ED.;AND OTHERS
WISCONSIN UNIV. - STOUT, MENOMONIE. DEPT. OF REHABILITATION AND MANPOWER SERVICES. MATERIALS DEVELOPMENT CENTER.
NOTES: 80P.
COMMUNITY SERVICE PROGRAMS, EMOTIONALLY DISTURBED, EMPLOYMENT SERVICES, EVALUATION METHODS, JOB TRAINING, MENTALLY HANDICAPPED, NORMALIZATION (HANDICAPPED), PHYSICALLY HANDICAPPED, PROGRAM DESCRIPTIONS, PSYCHOLOGICAL EVALUATION, REGIONAL PROGRAMS, SEMINARS, SKILL CENTERS, STAFF ROLE, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, DECATUR, ILLINOIS
THE PURPOSE OF THE SEMINAR WAS TO EXPLORE AND EXCHANGE IDEAS ON THE EVALUATION PROCESS BY PROVIDING A FORUM FOR THE DESCRIPTION OF SEVEN OF THE MORE HIGHLY DEVELOPED CLIENT EVALUATION PROGRAMS SERVING ILLINOIS HANDICAPPED CLIENTS THE DECATUR EVALUATION CENTER, THE EMPLOYMENT TRAINING CENTER, GOODWILL INDUSTRIES OF CHICAGO AND COOK COUNTY, JEWISH EMPLOYMENT AND VOCATIONAL SERVICE OF ST. LOUIS, THE JEWISH VOCATIONAL SERVICE, THE KENNEDY JOB TRAINING CENTER, AND SOCIALIZED SERVICES, INC. PROGRAM DESCRIPTIONS OFFER AN OVERVIEW, AND FOCUS ON PHILOSOPHY, STAFFING, SELECTION OF CLIENTS, INTAKE SERVICES, METHODS OF CLIENT EVALUATION, REPORTING, AND PLACEMENT. A MAJOR CONCLUSION OF THE SEMINAR IS THAT STAFF, IN TERMS OF COMMITMENT, ENERGY, CREATIVE IMAGINATION, AND EXPERTISE, WAS THE CRITICAL ELEMENT IN THE CLIENT EVALUATION PROCESS. APPENDED MATERIALS ARE INCLUDED WITH EACH PROGRAM DESCRIPTION, PROVIDING SAMPLE FORMS, REPORTS, AND TESTS. (MW)
ERIC: ED102307 MATERIALS DEVELOPMENT CENTER, DEPARTMENT OF REHABILITATION AND MANPOWER SERVICES, SCHOOL OF EDUCATION, WISCONSIN-STOUT, MENOMONIE, WISCONSIN 54751 ($2.00)

3848 PROCEEDINGS OF THE LARC INSTITUTE ON LIBRARY OPERATIONS RESEARCH. JAN 73
AXFORD, H. WILLIAM, ED.
LIBRARY AUTOMATION RESEARCH AND CONSULTING ASSOCIATION, TEMPE, ARIZ.
NOTES: 79P.
BIBLIOGRAPHIES, BOOKKEEPING, CONFERENCE REPORTS, COST EFFECTIVENESS, DECISION MAKING, GRAPHS, INSTITUTES (TRAINING PROGRAMS), LIBRARIES, LIBRARY RESEARCH, MANPOWER NEEDS, MATHEMATICAL MODELS, OPERATIONS RESEARCH, PROBLEM SOLVING, RESEARCH METHODOLOGY, RESOURCE ALLOCATIONS, SIMULATION, SYSTEMS APPROACH, THEORIES
THESE PROCEEDINGS INCLUDE FOUR ARTICLES INTENDED TO FAMILIARIZE LIBRARIANS WITH MANY FACETS OF OPERATIONS RESEARCH AND HOW THEY MIGHT BE APPLIED TO THEIR INSTITUTIONS. THE FIRST PAPER PROVIDES A BRIEF DEFINITION OF OPERATIONS RESEARCH. THE SECOND PRESENTATION,

(CONT.)

3848 BY RALPH SHOFFNER, RELATES, IN THE FORM OF CONCRETE EXAMPLES, THE QUESTIONS ONE ASKS ABOUT LIBRARIES AND THE NATURE OF ASSISTANCE THAT CAN BE GIVEN BY OPERATIONS RESEARCH IN FORMULATING AND ANSWERING THESE QUESTIONS. A SERIES OF STEPS IN THE PROCESS OF SYSTEMS ANALYSIS IS OUTLINED IN THE THIRD PAPER. IT SHOWS HOW OPERATIONS RESEARCH CAN BE TRANSLATED INTO MATHEMATICAL TERMS FOR SOLUTION BY COMPUTER. AFTER A BRIEF INTRODUCTION OF THE VARIOUS FORMS OF OPERATIONS RESEARCH, IT CONSIDERS SEVEN MAJOR TECHNIQUES AVAILABLE TO AN OPERATIONS RESEARCHER. THEY INCLUDE DECISION THEORY, RESOURCE ALLOCATION, GRAPH THEORY, QUEUING THEORY, SIMULATION, AND PROBLEM SOLVING. THE LAST PAPER PRESENTS A CASE STUDY SHOWING HOW TO SET UP AN OPERATIONS RESEARCH PROBLEM AND HOW TO SOLVE IT. A MATHEMATICAL MODEL IS DEVELOPED CEALING WITH SOME OF THE FACTORS WHICH AFFECT THE MANPOWER COSTS OF BOOK PROCESSING IN LIBRARIES. (A LIST OF PARTICIPANTS, SPEAKERS AND PANELISTS IS PROVIDED.) (CH)
ERIC: ED037390 THE LARC ASSOCIATION, P.O. BOX 27235, TEMPE, ARIZONA 85282

3849 PROCEEDINGS OF THE NATIONAL WORKSHOP ON THE URBAN POOR, MANPOWER AND CONSUMER POTENTIALS (MARCH 26-27, 1968). 68
CHAMBER OF COMMERCE OF THE UNITED STATES, WASHINGTON, D.C.
NOTES: 142P.
COMMUNITY ACTION, DISADVANTAGED GROUPS, EMPLOYMENT TRENDS, EXPENDITURES, INCOME, INTERGROUP RELATIONS, LABOR MARKET, LEADERSHIP, NEGROES, OCCUPATIONS, PUBLIC POLICY, SELF HELP PROGRAMS, STATISTICAL DATA, UNEMPLOYMENT, URBAN AREAS, VIOLENCE, YOUTH
THE PURPOSE OF THIS WORKSHOP WAS TO WORK OUT SOUND, PRACTICAL MEANS OF PROMOTING BETTER INTERGROUP COMMUNICATION IN AMERICAN CITIES AND IMPROVING COMMUNITY ACTION ON HARD-CORE UNEMPLOYMENT AND OTHER PROBLEMS OF THE URBAN POOR. FRUSTRATIONS AND ASPIRATIONS OF GHETTO PEOPLE WERE ILLUSTRATED IN A FILM. PANEL INTERVIEWS AND AN AUDIENCE QUESTION SESSION WERE HELD WITH NEGRO YOUTH LEADERS. PREPARED PAPERS, SUMMARIES, AND REMARKS WERE OFFERED ON PSYCHOLOGICAL, SOCIAL, AND OTHER FACTORS IN URBAN UNREST; THE NEED FOR INDIGENOUS GHETTO LEADERSHIP; LEADERSHIP THROUGH GHETTO SELF HELP IN DETROIT; MANPOWER AND CONSUMER POTENTIALS OF THE URBAN POOR; RECRUITING AND JOB COACHING OF THE HARD CORE UNEMPLOYED IN CHICAGO; AND ACCOMMODATING EMPLOYER ENTRY JOB REQUIREMENTS IN MISSOURI. (THE DOCUMENT INCLUDES REFERENCES; RESEARCH DATA ON 17 INDICATORS OF FUTURE URBAN VIOLENCE IN SEVERAL DOZEN HIGH PROBABILITY CITIES; AND STATISTICAL DATA ON LABOR FORCE TRENDS, VARIATION IN UNEMPLOYMENT RATES, INCIDENCE OF POVERTY, PROPORTIONS OF NEGROES IN MAJOR CITIES AND REGIOUS, EDUCATIONAL ATTAINMENTS OF NEGROES, OCCUPATIONS OF NONWHITES, INCOME GROWTH AND DISTRIBUTIONS, AND CONSUMER EXPENDITURES.) (LY)
ERIC: ED026587 THE CHAMBER OF COMMERCE OF THE U.S., 1615 H ST., WASHINGTON, D.C. 20006 ($5.00)

3850 THE PROCESS AND PRODUCT OF T AND I HIGH SCHOOL LEVEL VOCATIONAL EDUCATION IN THE UNITED STATES. THE PRODUCT. SEP 65
ENINGER, MAX U.
NOTES: 445P.
CITIZEN PARTICIPATION, COMPARATIVE ANALYSIS, COMPREHENSIVE HIGH SCHOOLS, COUNSELORS, EDUCATIONAL EQUIPMENT, EMPLOYMENT, ENROLLMENT INFLUENCES, GEOGRAPHIC REGIONS, GRADUATE SURVEYS, HIGH SCHOOL GRADUATES, JOB PLACEMENT, JOB SKILLS, MALES, NATIONAL SURVEYS, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, OPINIONS, PILOT PROJECTS, POSTSECONDARY EDUCATION, QUESTIONNAIRES, RACIAL CHARACTERISTICS, STUDENT ENROLLMENT, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL HIGH SCHOOLS, WAGES, PITTSBURGH
THE OBJECTIVES WERE--(1) TO DESCRIBE THE OCCUPATIONAL, EDUCATIONAL, AND RELATED EXPERIENCES OF TRADE AND INDUSTRIAL GRADUATES OF 1953, 1958, AND 1962, AND (2) TO COMPARE THE EXPERIENCES FOR VOCATIONAL AND ACADEMIC GRADUATES OF THE SAME CLASSES AND SCHOOLS. DATA WERE COLLECTED BY QUESTIONNAIRES FROM 5,327 VOCATIONAL GRADUATES AND 1,780 ACADEMIC GRADUATES WHO ATTENDED 100 HIGH SCHOOL IN EIGHT GEOGRAPHIC REGIONS OF THE UNITED STATES. THE DATA WERE ANALYZED AND PRESENTED IN TERMS OF--(1) GENERAL VERSUS VOCATIONAL EDUCATION, (2) VOCATIONAL VS. COMPREHENSIVE SCHOOLS, AND (3) SMALL VS. LARGE SCHOOLS. A 5 PERCENT CORRECTIVE SAMPLE WAS SELECTED FOR INTENSIVE FOLLOWUP OF NONRESPONDENTS, AND A SIMILAR SAMPLE WITH UNKNOWN ADDRESSES WAS PURSUED. DERIVED MEASURE INTERCORRELATIONS FOR 45 OCCUPATIONAL MEASURES, 29 NONOCCUPATIONAL MEASURES, AND 90 OCCUPATIONAL-NONOCCUPATIONAL MEASURES WERE OBTAINED BY THE PEARSON PRODUCT MOMENT CORRELATION METHOD. REASONS FOR NOT GETTING JOBS WERE NOT SIGNIFICANTLY DIFFERENT FOR VOCATIONAL AND COMPREHENSIVE GRADUATES. HELP IN FINDING THE FIRST JOB WAS OBTAINED FROM A FRIEND OR RELATIVE 38 PERCENT OF THE TIME AND FROM A COUNSELOR 5 PERCENT OF THE TIME. GRADUATES OF MEDIUM-SIZED SCHOOLS FELT LESS NEED FOR ADDITIONAL TRAINING IN BASIC SKILLS. THERE WAS NO SIGNIFICANT DIFFERENCE IN THE NUMBER OF FULL-TIME JOBS HELD BY ACADEMIC AND VOCATIONAL GRADUATES OR IN THEIR JOB SATISFACTION. (EM)
AIM/ARM: VT001107

3851 PROCESS ARTIST (PRINT. + PUB.) 972.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, ARTISTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PROCESS ARTIST
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)
3951 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063407

3952 A PROCESS FOR DESIGNING A MANPOWER PLANNING SYSTEM 1977
GABORA, H.; PLUNKETT, L.
BUSINESS QUARTERLY, VOL.42, NO.1, SPRING 1977, P. 44-51.
EXTERNAL ENVIRONMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, ORGANIZATION PLANNING, PERFORMANCE APPRAISAL, PERSONNEL MANAGEMENT, PRODUCTIVITY, PROMOTION, SALARY ADMINISTRATION, SUPPLY AND DEMAND
PERSONNEL MANAGEMENT AND CORPORATE PLANNING ARE INTEGRAL PARTS OF MANPOWER PLANNING FOR MEETING ORGANIZATIONAL DEMAND FOR QUALITY HUMAN RESOURCES. THE SYSTEM MUST INCLUDE ACTION IN RECRUITING, TRAINING, PERFORMANCE APPRAISAL AND PROMOTIONS.
MGMT: BQU77N0044

3953 PROCESS INSPECTOR (ORDNANCE) 736.381--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PROCESS INSPECTOR (ORDNANCE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065623

3954 A PROCESS MODEL FOR PROGRAM PLANNING AND EVALUATION 1976
VANDE, VEN A. H.; KOENIG, R. JR.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.28, NO.3, SPRING- SUMMER 1976, P. 161-170. BIBLIOG. 56
DATA COLLECTION, DECISION MAKING, EVALUATION, FEEDBACK, GOALS AND OBJECTIVES, INFORMATION PROCESSING, MANAGEMENT, MANAGEMENT CONTROL, MANAGEMENT FUNCTIONS, MANAGEMENT POLICY, MANAGEMENT STRATEGY, MANAGEMENT TOOLS, MODELING, ORGANIZATIONAL COMMUNICATIONS, PERFORMANCE APPRAISAL, PERSONNEL MANAGEMENT, PLANNING, PROJECT MANAGEMENT, RESOURCE ALLOCATION
PRESENTS A FRAMEWORK FOR DEALING WITH SITUATIONS WHICH INVOLVE STRATEGIC PLANNING IN THE AREAS OF MANPOWER PLANNING, RESOURCE ALLOCATION AND OTHER MANAGEMENT DECISION MAKING PREREQUISITIES TO PLANNING AND EVALUATION. PROBLEM EXPLORATION, KNOWLEDGE EXPLORATION, PROGRAM DESIGN, PROGRAM ACTIVATION, PROGRAM OPERATION AND DIFFUSION, AND PROGRAM EVALUATION ARE DISCUSSED AS THE SEVEN PHASES OF A PPM MODEL.
MGMT: JEB76N0161

3955 PROCESSOR, SOLID PROPELLANT (CHEM.) 6-52.773--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CHEMICAL INDUSTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SOLID PROPELLANT PROCESSOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
3855 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065625

3856 PRODUCTION AND NONPRODUCTION WORKERS IN U.S. MANUFACTURING INDUSTRIES OCT 72
GUJARATI, DAMODAR:DARS, LEWIS
INDUSTRIAL AND LABOR RELATIONS REVIEW:26:1:660-669
EMPLOYMENT TRENDS, MANPOWER UTILIZATION, MANUFACTURING INDUSTRY, MATHEMATICAL MODELS, MULTIPLE REGRESSION ANALYSIS, LABOR FORCE PARTICIPATION
ERIC: EJ064672

3857 PRODUCTION MECHANIC, TIN CANS (TINWARE) 619.380--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METALS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRODUCTION TECHNICIANS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PRODUCTION MECHANICS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069765

3858 THE PRODUCTION OF MANPOWER SPECIALISTS A VOLUME OF SELECTED PAPERS. 71
NILAND, JOHN R., ED.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 240P.
ADMINISTRATOR EDUCATION, DISADVANTAGED GROUPS, ECONOMIC RESEARCH, EDUCATIONAL NEEDS, FEDERAL PROGRAMS, HUMAN RESOURCES, LABOR ECONOMICS, MANPOWER DEVELOPMENT, SOCIAL SCIENCES, SPECIALISTS
ALTHOUGH THE NEED FOR STAFF TRAINING FOR MANPOWER TRAINING HAS BEEN LONG RECOGNIZED, LITTLE HAS BEEN DONE IN THE PAST TO FILL THE NEED. THESE PAPERS DESCRIBE THE PROBLEM AND THE POSSIBLE ALTERNATIVES FROM THE PERSPECTIVE OF THE PUBLIC SECTOR, THE EDUCATIONAL SECTOR, THE PRIVATE SECTOR, AND RESEARCH NEEDS AND EXPERIENCE. AUTHORS INCLUDE (1) JOHN NILAND, (2) SAR LEVITAN, (3) HOWARD ROSEN, (4) GERALD SOMERS, (5) HERBERT PARNES, (6) THOMAS PATTEN, JR. (7) ALICE KIDDER, (8) ERNEST GREEN, (9) JOHN HINRICHS, (10) DENNIS DESHAIES, (11) LEONARD LECHT, (12) MORRIS COBURN, AND (13) HUGH FOLK. TABLES ILLUSTRATE THE DATA, AND SUBJECT AND AUTHOR INDEXES PROVIDE ACCESS TO THE MAIN IDEAS OF THE PAPER. (3M
AIM/ARM: VT014439 PUBLICATIONS DIVISION, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA, NEW YORK 14850 ($3.50)

3859 PRODUCTION PLANNING IN PRACTICE 1976
HARRISON, F.L.
OMEGA, VOL.4, NO.4, 1976, P. 447-454.
MANAGEMENT TOOLS, OPTIMIZATION, PLANNING, PRODUCTION, PRODUCTION MANAGEMENT, SIMULATION
THE MATHMATICAL MODELS UTILIZING OPTIMIZATION THEORY ARE NOT BEING USED BY MANAGEMENT IN PLANNING FOR PRODUCTION AND MANPOWER NEEDS BECAUSE MANY OF THEM ARE NOT APPLICABLE IN REAL LIFE. MANAGEMENT IS UTILIZING A SIMULATION METHOD BASED ON THE CASE-STUDY DETERMINISTIC MODEL AND FIND IT IS A MORE FLEXIBLE AND PRACTICAL TOOL THAN THE OPTIMIZATION MODELS.
MGMT: OME7640447

3860 PRODUCTION-MACHINE OPERATOR (MACH. SHOP) 609.885--DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PRODUCTION MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)

3850 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED061338

3851 PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED GUIDELINES FOR ACTION. AN OPERATING MANUAL. FEB 73
FOSS, HARVEY L.
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.; NATIONAL ALLIANCE OF BUSINESSMEN, WASHINGTON, D.C.
NOTES: 196P.
ADULT BASIC EDUCATION, ANCILLARY SERVICES, CONSORTIA, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, IMPROVEMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANUALS, PROMOTION (OCCUPATIONAL), SKILL DEVELOPMENT, SUPERVISORY TRAINING, UNEMPLOYED, JOB OPPORTUNITIES IN THE BUSINESS SECTOR
INTENDED TO PROVIDE INFORMATION TO EMPLOYERS WHO WANT TO HIRE AND TRAIN HARD-TO-EMPLOY, DISADVANTAGED WORKERS, THIS MANUAL SUMMARIZES AND DISTILLS THE MOST IMPORTANT LESSONS LEARNED FROM THE EXPERIENCES OF A GREAT MANY EMPLOYERS INVOLVED IN THE NATIONAL ALLIANCE OF BUSINESSMEN (NAB) JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAM AND OTHER NON-GOVERNMENT-CONNECTED COMPANY PROGRAMS TO HIRE AND TRAIN DISADVANTAGED PERSONS. THE MANUAL INCLUDES DISCUSSIONS ABOUT (1) BENEFITS AND PROBLEMS IN HIRING HARD-TO-EMPLOY PERSONS, (2) ISSUES TO BE CONFRONTED WHEN DETERMINING THE FEASIBILITY OF ENGAGING IN A HIRING AND TRAINING PROGRAM FOR DISADVANTAGED WORKERS, (3) GUIDELINES FOR RECRUITING, SCREENING, AND HIRING PERSONS ONCE THE MANPOWER TRAINING PROGRAM IS UNDERWAY, (4) CONDUCTING JOB-RELATED EDUCATION AND SKILLS TRAINING PROGRAMS, (5) ORIENTING SUPERVISORS TO DISADVANTAGED WORKERS, (6) NEEDED SUPPORT SERVICES SUCH AS COUNSELING, CHILD CARE, TRANSPORTATION, FINANCIAL ADVICE, LEGAL AID, AND MEDICAL SERVICES, (7) CONDUCTING AN UPGRADING PROGRAM TO PREPARE WORKERS FOR ADVANCEMENT, AND (8) CONDUCTING A TRAINING PROGRAM BY FORMING A CONSORTIUM WITH OTHER LOCAL COMPANIES. A GLOSSARY, BIBLIOGRAPHY OF SUGGESTED READINGS ON MANPOWER TRAINING, AND INDEX ARE PROVIDED. (SB)
ERIC: ED080693

3852 PRODUCTIVITY (A BIBLIOGRAPHY WITH ABSTRACTS) JUL 75
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-MAR 75 147P
PRODUCTIVITY, BIBLIOGRAPHIES, MANPOWER UTILIZATION, NTISNTIS
PRODUCTIVITY CHANGE, INDUSTRY BREAKDOWNS MEASUREMENTS, EFFECTS OF JOB IMPROVEMENT, PERSONNEL MANAGEMENT TO INCREASE PRODUCTIVITY, AND THE RELATIONSHIP OF PRODUCTIVITY TO THE ECONOMY AS A WHOLE ARE AMONG THE TOPICS IN THE REPORTS ABSTRACTED IN THE BIBLIOGRAPHY. (CONTAINS 142 ABSTRACTS).
NTIS: NTIS/PS-75/492/9ST NTIS PRICES PC$25.00/MF$25.00

3853 PRODUCTIVITY AND COSTS IN PERSPECTIVE 1975
NORSWORTHY, J.R.; FULCO, L.J.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.11, NOV 1975, P. 46-49.
COST, ECONOMICS, EFFICIENCY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR FORCE, MANAGEMENT, PRODUCTIVITY, RECESSION
LABOR FORCE PRODUCTIVITY ADVANCED STRONGLY IN THE SECOND QUARTER OF 1975, SIGNALING ECONOMIC RECOVERY FROM THE RECESSION.
MGMT: UML75K0046

3854 PRODUCTIVITY AND COSTS IN THE PRIVATE ECONOMY 1975
MARK, J.A.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.6, JUNE 1975, P. 3-8, BIBLIOG. 4
AGRICULTURE, COMPENSATION, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT POLICY, FINANCIAL RATIOS, INDUSTRIAL RELATIONS, LABOR FORCE, LABOR MANAGEMENT, MANUFACTURING, PRIVATE ENTERPRISE, PRODUCTION, PRODUCTIVITY, RECESSION
THE DECLINE IN PRODUCTIVITY IN 1974 WAS THE FIRST SINCE 1947, ACCOUNTED FOR BY THE ECONOMIC DOWNTURN. OUTPUT PER MAN HOUR FELL BY 2.6%.
MGMT: UML75F0003

3855 PRODUCTIVITY AND COSTS IN THE SECOND QUARTER, 1976 1976
NORSWORTHY, J.R.; FULCO, L.J.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.10, OCT 1976, P. 23-26, BIBLIOG. 2
COMPENSATION, ECONOMIC RECOVERY, ECONOMICS, EMPLOYMENT, PRODUCTION, PRODUCTIVITY
THE LATEST GOVERNMENT STATISTICS SHOW THAT BOTH LABOR PRODUCTIVITY AND NUMBERS OF PERSONS EMPLOYED INCREASED IN THE SECOND QUARTER OF 1976. DESPITE THESE POSITIVE INDICATORS OF ECONOMIC RECOVERY, OVERALL PRODUCTION INCREASED MORE SLOWLY THAN EARLIER IN THE YEAR. BECAUSE OF THE STRONG PRODUCTIVITY GAINS, UNIT LABOR COSTS ALSO SHOWED A

(CONT.)
3865 SLOWER RATE OF INCLINE.
MGMT: UML76J0023

3866 PRODUCTIVITY AND COSTS IN THE THIRD QUARTER, 1976 1977
NORSWORTHY, J.R.; FULCO, L.J.
MONTHLY LABOR REVIEW (U.S.), VOL.110, NO.2, FEB 1977, P. 75-79, BIBLIOG. 2
ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, PRODUCTION, PRODUCTIVITY, WAGES
STATISTICS AND TRENDS ARE EXAMINED WITH RESPECT TO ECONOMIC SECTORS. DESPITE IMPROVEMENTS PRERECESSION LEVELS HAVE NOT YET BEEN REACHED.
MGMT: UML77B0075

3867 PRODUCTIVITY IN GRAIN MILL PRODUCTS: OUTPUT UP, EMPLOYMENT STABLE 1977
URISKO, J.A.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.4, APRIL 1977, P. 38-43, BIBLIOG. 10
CAPITAL INVESTMENTS, COMPUTER, ECONOMICS, FOOD INDUSTRY, GOVERNMENT REGULATION, INDUSTRY ANALYSIS, LABOR FORCE, MANUFACTURING, OUTLOOK, PRODUCTIVITY, SUPPLY AND DEMAND, TECHNOLOGY
BETWEEN 1963-75 PRODUCTIVITY IN THE GRAIN MILL PRODUCTS INDUSTRY HAD AN AVERAGE ANNUAL INCREASE OF 3.6%, DUE TO TECHNOLOGICAL ADVANCES, IMPROVED MANAGEMENT, INCREASED CAPITAL INVESTMENTS. DEMAND IS EXPECTED TO CONTINUE ALTHOUGH PRICE INCREASES WILL ADVERSELY AFFECT SOME GROUPS, AND REGULATIONS WILL IMPROVE WORKING CONDITIONS WHILE SLOWING PRODUCTIVITY.
MGMT: UML77D0038

3868 PRODUCTIVITY IN SAWMILLS INCREASES AS LABOR INPUT DECLINES SUBSTANTIALLY 1977
DUKE, J.; HUFFSTUTLER.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.4, APRIL 1977, P. 33-37, BIBLIOG. 7
CAPITAL INVESTMENTS, ECONOMICS, EFFICIENCY, INDUSTRY ANALYSIS, LABOR FORCE, LABOR SAVING MACHINERY, MANAGEMENT, PRODUCTIVITY, TECHNOLOGICAL CHANGE, TECHNOLOGY
FROM 1958 TO 1975, INCREASED MANAGEMENT SKILLS, TECHNOLOGICAL ADVANCES, AND CHANGES IN CAPITAL INVESTMENT HAVE INCREASED PRODUCTIVITY IN SAWMILL INDUSTRY TO 2.7% PER YEAR WHILE DECREASING HOURS OF THE SAWMILL LABOR FORCE ANNUALLY BY 2.3%.
MGMT: UML77D0033

3869 PRODUCTIVITY INDICES AND PERSONNEL COMPARATIVE ASSESSMENT IN A MULTIDIVISIONAL CORPORATION 1977
XIROKOSTAS, D.A.
OPERATIONAL RESEARCH QUARTERLY, VOL.28, NO.2, 1977, P. 251-265, BIBLIOG. 9
JOB ANALYSIS, LABOR FORCE, MANAGEMENT, PERFORMANCE, PERFORMANCE APPRAISAL, PRODUCTIVITY, PROFIT CENTER, QUANTITATIVE METHODS, STATISTICAL MODEL
MULTIDIVISIONAL CORPORATIONS ARE SOMETIMES FACED WITH THE COMPLEX PROBLEM OF COMPARING THE PRODUCTIVITY OF THE LABOR FORCES OF PROFIT CENTERS WITH RADICALLY DIFFERENT FUNCTIONS. SEEMINGLY INCOMPARABLE DIVISIONS CAN USUALLY BE BROUGHT INTO MUTUAL PERSPECTIVE THROUGH THE USE OF STATISTICAL MODELING TECHNIQUES.
MGMT: OQT77A0251

3870 PRODUCTIVITY IS A WORRY AGAIN 1977
BUSINESS WEEK, NO.2497, AUG 22, 1977, P. 22-23.
CAPITAL INVESTMENTS, COMPENSATION, ECONOMICS, EMPLOYMENT, GOVERNMENT REGULATION, GROWTH, PRODUCTIVITY
PRODUCTIVITY HAS SLOWED TO 2% WITH COMPENSATION AND LABOR COSTS BOTH INCREASING. LACK OF CAPITAL INVESTMENT IS DUE TO RISING ENERGY COSTS AND INSECURITY ABOUT THE ECONOMY. ALSO INVOLVED ARE GOVERNMENT REGULATIONS, PAPERWORK, AND A YOUNGER AND LESS-EXPERIENCED WORK FORCE.
MGMT: BWE77H2222

3871 PRODUCTIVITY MEASUREMENT MODEL. USERS MANUAL 15 JUL 69
LITTON SYSTEMS INC MONTEREY CALIF MELLONICS SYSTEMS DEVELOPMENT DIV
CONTRACT NO. N00022-69-C-0076
NOTES: 36P
NAVAL PERSONNEL, PRODUCTION CONTROL, PRODUCTION CONTROL, MANPOWER, PRODUCTIVITY
THE MANUAL DESCRIBES THE OPERATIONAL INSTRUCTIONS AND THE COMPUTER PROGRAM FOR THE MODEL. THE MANUAL IS DESIGNED TO PROVIDE MANAGERS WITH INSTRUCTIONS ON THE USE OF THE MODEL AND ITS OUTPUT, THE PRODUCTIVITY INDEX, AND TO PROVIDE THE MANAGERS PROGRAMMING SUPPORT ELEMENT WITH DETAILED INSTRUCTIONS ON THE USE AND MODIFICATION OF THE MODELS COMPUTER PROGRAM. (AUTHOR)
NTIS: AD-699 129 CFSTI PRICES HC$6.00 MF$0.95

3872 PRODUCTIVITY-PEOPLE PARTICIPATION 1977
HESS, J.L.
AMERICAN INSTITUTE OF INDUSTRUAL ENGINEERS, SPRING ANNUAL CONFERENCE 1977, P. 213-215.
ABSENTEEISM, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL ENGINEERING, LABOR TURNOVER, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
THE NEED FOR WORKER PARTICIPATION IN MANAGEMENT IS HIGHLIGHTED. THE ADOPTION OF A COMPREHENSIVE BETTER LABOR RELATIONS PLAN WAS WELCOMED BY ALL AND WAS SUCCESSFUL.
MGMT: AIE77NP213

3373 PRODUCTIVITYS IMPACT ON OUR ECONOMIC FUTURE 1975
GRAYSON, C.J.
PERSONNEL ADMINISTRATOR, VOL.20, NO.4, JUNE 1975, P. 20-24.
BUREAUCRACY, CAPITAL EXPENDITURE, CENTRALIZATION, COLLEGES AND UNIVERSITIES, DECISION MAKING, ECONOMIC GROWTH, ECONOMICS, EDUCATION, FORECASTING, FREE ENTERPRISE, GOVERNMENT REGULATION, INFLATION, PRODUCTIVITY, QUALITY OF LIFE, RESEARCH AND DEVELOPMENT, RESOURCE ALLOCATION, SOCIALISM, UNEMPLOYMENT
ARGUES THAT PRODUCTIVITY IS THE KEY TO ECONOMIC GROWTH AND AVOIDING A TOTALLY SOCIALISTIC, BUREAUCRATIC ECONOMIC SYSTEM. OFFERS SOME SUGGESTIONS AS TO HOW TO GO ABOUT INCREASING PRODUCTIVITY.
MGMT: PA075F0020

3374 PROFESSIONAL INCOME OF ENGINEERS 1968-1969. A SURVEY CONDUCTED BY THE ENGINEERING MANPOWER COMMISSION. APR 69
ALDEN, JOHN D.;AND OTHERS
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 36P.
ENGINEERS, INCOME, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, SCIENTIFIC MANPOWER, ENGINEERING MANPOWER COMMISSION
THIS SURVEY IS THE EIGHTH IN A SERIES DESIGNED TO GIVE BASIC SALARY INFORMATION ON ENGINEERING GRADUATES IN THE UNITED STATES WORKING IN INDUSTRY, GOVERNMENT, AND EDUCATION. ITS PURPOSE IS TO REPORT THE PRESENT LEVEL OF ENGINEERING SALARIES AND, IN ADDITION, TO INDICATE THEIR TREND OVER THE PAST 15 YEARS. DATA WERE COLLECTED BY QUESTIONNAIRE FROM 979 ORGANIZATIONS REPRESENTING 191,042 ENGINEERING GRADUATES. SALARIES ARE ANALYZED ON THE BASIS OF YEARS OF EXPERIENCE, DEFINED AS THE NUMBER OF YEARS SINCE THE BACCALAUREATE DEGREE. ALL INFORMATION WAS REQUESTED AS OF OCTOBER, 1968, AND THIS REPRESENTS THE SALARY STRUCTURE IN EFFECT AT THAT TIME. (RS)
ERIC: ED029800 ENGINEERING MANPOWER COMMISSION, 345 EAST 47 STREET, NEW YORK, NEW YORK 10017 ($5.00)

3375 PROFESSIONAL INCOME OF ENGINEERS 1972. DEC 72
ALDEN, JOHN D.;AND OTHERS
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 90P.
ENGINEERING EDUCATION, ENGINEERING TECHNOLOGY, ENGINEERS, INCOME, JOB MARKET, QUESTIONNAIRES, SALARIES, SURVEYS, WAGES, WORK EXPERIENCE
A REPORT ON THE PRESENT LEVEL OF ENGINEERING SALARIES IS PRESENTED ON THE BASIS OF THE COMMISSIONS TENTH SURVEY AMONG 860 ESTABLISHMENTS COVERING 167,225 ENGINEERING GRADUATES, ABOUT 20 PERCENT OF ALL DEGREE-HOLDING ENGINEERS. TWO QUESTIONNAIRES ARE USED, ONE FOR NON-SUPERVISORY GRADUATES AND THE OTHER FOR THOSE IN SUPERVISORY POSITIONS. SALARY INFORMATION IS BASED ON YEARS SINCE BACCALAUREATE DEGREE AS A MEASURE OF EXPERIENCE. FOURTEEN INDUSTRIAL GROUPINGS, THREE GOVERNMENTAL LEVELS, AND EDUCATIONAL INSTITUTIONS ARE REPORTED BY SEPARATE GROUPS OF SMOOTHED CURVES, TOGETHER WITH COMPOSITE CURVES FOR ALL MANUFACTURING AND ALL NONMANUFACTURING INDUSTRY. THE REMAINING CURVES ARE PRESENTED TO SHOW EFFECTS ON SALARIES OF THREE DIFFERENT DEGREE LEVELS AND EIGHT GEOGRAPHICAL REGIONS. RETURNS ARE WEIGHTED TO INSURE THE BEST OVERALL INDICATOR OF SALARY PATTERNS. EACH GROUP OF CURVES IS FURTHER ANALYZED IN TERMS OF SUPERVISORY AND NON-SUPERVISORY SUBGROUPS; AND MEDIAN, UPPER AND LOWER DECILE, AND UPPER AND LOWER QUARTILE DATA ARE PLOTTED SEPARATELY. A PLOT OF MEDIAN EARNINGS VERSUS YEARS OF EXPERIENCE IS ALSO PROVIDED FOR THE ENTIRE GROUP COVERED IN TEN SURVEYS TO SHOW ANNUAL INCREASES IN COMPARISON WITH CONSUMER PRICE INDICES. THE PRESENT PUBLICATION IS NOT APPLICABLE TO EVALUATION OF INDIVIDUAL SALARY SITUATIONS. (CC)
ERIC: ED075192 ENGINEERING MANPOWER COMMISSION, 345 EAST 47TH STREET, NEW YORK, N. Y. 10017 ($5.00)

3376 PROFESSIONAL INCOME OF ENGINEERS, 1970. DEC 70
ALDEN, JOHN D.;AND OTHERS
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 94P.
EMPLOYMENT PRACTICES, ENGINEERS, GOVERNMENT EMPLOYEES, INDUSTRY, OCCUPATIONAL SURVEYS, SALARIES, UNIVERSITIES, ENGINEERING MANPOWER COMMISSION
THIS SPECIAL REPORT IS BASED ON THE ENGINEERING MANPOWER COMMISSIONS NINTH SURVEY OF A SERIES DESIGNED TO GIVE BASIC SALARY INFORMATION ON ENGINEERING GRADUATES IN THE UNITED STATES. SALARY FIGURES WERE REPORTED BY EMPLOYERS VIA TWO QUESTIONNAIRES, ONE DESIGNED FOR ENGINEERING GRADUATES IN SUPERVISORY POSITIONS, AND THE OTHER FOR THOSE IN NON-SUPERVISORY POSITIONS. IN ALL, 1,109 INDUSTRIAL ESTABLISHMENTS, GOVERNMENTAL AGENCIES, AND EDUCATIONAL INSTITUTIONS RESPONDED, COVERING 230,064 ENGINEERING GRADUATES. SALARIES ARE ANALYZED ON THE BASIS OF YEARS OF EXPERIENCE SINCE THE BACCALAUREATE DEGREE. GRAPHIC AND TABULAR PRESENTATIONS SHOW UPPER AND LOWER DECILE, QUARTILE AND MEDIAN SALARIES BY YEARS OF EXPERIENCE. TWENTY-THREE INDUSTRIAL GROUPINGS, THREE GOVERNMENTAL LEVELS, AND EDUCATIONAL INSTITUTIONS ARE REPORTED SEPARATELY. COMPOSITE GRAPHS FOR ALL MANUFACTURING AND ALL NON-MANUFACTURING INDUSTRY ARE PROVIDED. THE REPORT ALSO CONTAINS (1) GRAPHS TO ILLUSTRATE THE EFFECT ON SALARIES OF DEGREE LEVEL, GEOGRAPHIC REGION, AND COMPANY SIZE, AND (2) FACSIMILES OF THE QUESTIONNAIRES. (LC)
ERIC: ED047968 ENGINEERS JOINT COUNCIL, ENGINEERING MANPOWER COMM., 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($5.00)

3877 A PROFILE AND PLANS FOR THE TEMPORARY ALIEN WORKER PROBLEM IN THE U. S. VIRGIN ISLANDS JUL 69
MCCOLLUM, JOHN W.
SOCIAL, EDUCATIONAL RESEARCH AND DEVELOPMENT, INC., SILVER SPRING, MD.
CONTRACT NO. OEO-399-4862
NOTES: FINAL REPT. 165P
LABOR, VIRGIN ISLANDS, SOCIOMETRICS, MANPOWER, TEMPORARY ALIEN WORKERS, BONDED ALIENS, ILLEGAL ALIENS, DISADVANTAGED GROUPS
THE REPORT DOCUMENTS THE SOCIAL AND ECONOMIC CONDITIONS UNDER WHICH BONDED ALIENS LIVE IN THE VIRGIN ISLANDS--THEIR HOUSING, THE FACILITIES AND EQUIPMENT THEY HAVE, THE KIND OF WORK THEY DO, THEIR WAGES AND WORKING CONDITIONS, THEIR RELATIONS WITH THE COMMUNITY AS A WHOLE, THEIR HEALTH AND MEDICAL PROBLEMS, AND FINALLY THEIR CHILDREN--THE NUMBER THEY HAVE, HOW MANY GO TO SCHOOL, WHERE, ETC. THE STUDY MAY PROVIDE USEFUL INFORMATION IN SUCH MATTERS AS THE NUMBER OF ILLEGAL ALIENS IN THE ISLANDS AND THE CERTIFICATION PROCESS. (AUTHOR)
NTIS: PB-188 845 CFSTI PRICES HC$6.00 MF$0.95

3878 A PROFILE OF FORMER OCCUPATIONAL-TECHNICAL STUDENTS. RESEARCH REPORT NO. 2. 74
GUSTILO, TED C., JR.;TRUFANT, JOHN E.
VIRGINIA STATE DEPT. OF COMMUNITY COLLEGES, RICHMOND.
NOTES: 99P.
EDUCATIONAL ASSESSMENT, FOLLOWUP STUDIES, GRADUATE SURVEYS, JUNIOR COLLEGES, JUNIOR COLLEGE STUDENTS, PARTICIPANT SATISFACTION, RACIAL DISTRIBUTION, STATEWIDE PLANNING, STUDENT CHARACTERISTICS, TECHNICAL EDUCATION, TERMINAL STUDENTS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, VIRGINIA, VIRGINIA COMMUNITY COLLEGE SYSTEM
THIS STUDY WAS CONDUCTED TO FACILITATE FUTURE STATEWIDE DECISION-MAKING BY OBTAINING DATA ON ALL STUDENTS, BOTH FULL-TIME AND PART-TIME, WHO HAD ENROLLED IN VIRGINIA COMMUNITY COLLEGE SYSTEM OCCUPATIONAL-TECHNICAL PROGRAMS AT ANY TIME FROM FALL 1966 THROUGH FALL 1969. GRADUATES AND NON-GRADUATES, AS WELL AS THOSE WHO CHANGED TO OR FROM OCCUPATIONAL-TECHNICAL CURRICULA DURING THEIR STUDIES, WERE INCLUDED. A STUDENT QUESTIONNAIRE WAS USED TO COLLECT DATA FROM STUDENTS ABOUT THEIR POSTCOLLEGE ACTIVITIES, CURRENT EMPLOYMENT, AND EVALUATIONS OF THEIR COLLEGE EXPERIENCES. IN ADDITION, NON-RESPONDENTS WERE CONTACTED BY TELEPHONE TO DETERMINE REASONS FOR NOT RESPONDING. A TOTAL OF 11,623 FORMER STUDENTS (3,422 GRADUATES AND 8,201 NON-GRADUATES) WERE IDENTIFIED. USABLE QUESTIONNAIRES WERE RETURNED BY 6,387 STUDENTS, INCLUDING 73 PERCENT OF THE GRADUATES AND 56 PERCENT OF THE NON-GRADUATES. FINDINGS FOR THE TOTAL SAMPLE AND FOR VARIOUS SUBGROUPS ARE REPORTED. DATA IS PRESENTED PERTAINING TO CURRICULUM AREA, PERSONAL CHARACTERISTICS, SOCIOECONOMIC BACKGROUND, AND ACADEMIC ACHIEVEMENT. TABLES OF DATA, THE COLLEGE DATA FORM, THE STUDENT QUESTIONNAIRE AND ACCOMPANYING LETTERS, THE QUESTIONNAIRE FORM USED BY TELEPHONE INTERVIEWERS, AND A LIST OF THE LIMITATIONS OF THE STUDY ARE APPENDED. (DC)
ERIC: ED104500

3879 PROFILE OF LABOR IN HIGHWAY CONSTRUCTION MAR 76
BANKS, FLORENCE
FEDERAL HIGHWAY ADMINISTRATION, WASHINGTON, D.C. TRANSPORTATION ECONOMICS DIV.
NOTES: SUMMARY REPT. 121P
MANPOWER, CONSTRUCTION INDUSTRY, HIGHWAYS, WORK SCHEDULES, NTISDOTFHA
THIS REPORT PROVIDES A DETAILED DESCRIPTION AND ANALYSIS OF LABOR EMPLOYED BY HIGHWAY CONTRACTORS, COVERING SUCH ASPECTS AS TOTAL NUMBERS EMPLOYED: DISTRIBUTION AND TRENDS BY SEX, MINORITY GROUPS, AND OCCUPATIONAL CLASSIFICATIONS AND GROUPINGS: HOURLY, WEEKLY, AND ANNUAL EARNINGS: LENGTH OF WORKWEEK: SEASONALITY: UNEMPLOYMENT: UNIONIZATION: AND PRODUCTIVITY. COMPARISONS ARE MADE WITH CONDITIONS IN GENERAL BUILDING CONSTRUCTION, SPECIAL TRADE CONTRACT CONSTRUCTION, AND HEAVY CONTRACT CONSTRUCTION OTHER THAN HIGHWAY, AND BETWEEN CONSTRUCTION, MANUFACTURING, AND THE TOTAL ECONOMY. DATA FOR THIS STUDY WERE OBTAINED IN 1974.
NTIS: PB-255 444/9ST NTIS PRICES PC A06/MF A01

3880 PROFILE OF THE SCHOOL DROPOUT. 67
SCHREIBER, DANIEL, ED.
NOTES: 393P.
COUNSELOR ROLE, CULTURALLY DISADVANTAGED, CURRICULUM DEVELOPMENT, DROPOUT IDENTIFICATION, DROPOUTS, EDUCATIONAL CHANGE, EDUCATIONAL OPPORTUNITIES, ENVIRONMENTAL INFLUENCES, FAMILY SCHOOL RELATIONSHIP, GUIDANCE COUNSELING, INTELLECTUAL DEVELOPMENT, LABOR MARKET, SOCIAL DISADVANTAGEMENT, SOCIOECONOMIC STATUS, STATISTICAL DATA, WORK EXPERIENCE PROGRAMS
THE ESSAYS IN THIS COLLECTION EXAMINE THE SCHOOL DROPOUT FROM VARIOUS POINTS OF VIEW. PART I CONTAINS ESSAYS SUGGESTING THAT THE ROOTS OF THE EDUCATIONAL PROBLEMS OF THE DISADVANTAGED YOUTH AND THE SCHOOL DROPOUT CAN BE FOUND IN THE POOR STATE OF CONTEMPORARY PUBLIC EDUCATION: THE ESSAYS IN PART II PRESENT STATISTICAL DATA IDENTIFYING THE ECONOMICALLY DISADVANTAGED CHILD GENERALLY AND THE SCHOOL DROPOUT PARTICULARLY AND EXAMINE JOB OPPORTUNITIES FOR THE DROPOUT: PART III CONTAINS ESSAYS ON THE SOCIOECONOMIC, HISTORICAL, AND POLITICAL FACTORS AFFECTING THE DISADVANTAGED: PART IV PRESENTS THE FINDINGS OF RESEARCH STUDIES AND DISCUSSIONS OF THE FACTORS IN THE DISADVANTAGED CHILDS EARLY ENVIRONMENT WHICH INFLUENCE HIS INTELLECTUAL DEVELOPMENT: THE ESSAYS IN PART V DESCRIBE EDUCATIONAL PROGRAMS FOR THE DISADVANTAGED STUDENT: AND THOSE IN PART VI EXAMINE THE ROLE OF THE GUIDANCE COUNSELOR IN HELPING THE ACTUAL OR THE POTENTIAL SCHOOL DROPOUT. (EF)
ERIC: ED024741 RANDOM HOUSE INC., 457 MADISON AVENUE, NEW YORK, N.Y. 10022 ($7.95).

3881 PROGRAM EXPERIMENTATION PROJECT ON SPECIAL SUMMER CAMP AND FOLLOW-UP ON YOUTH ACTIVITIES TO BREAK THE POVERTY CYCLE. FINAL REPORT. 69
DURKIN, RODERICK
SAGE HILL CAMP, INC., BOSTON, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 97P.
BIBLIOGRAPHIES, DISADVANTAGED YOUTH, FOLLOWUP STUDIES, HIGH SCHOOL STUDENTS, MALES, RESIDENT CAMP PROGRAMS, SOCIAL PSYCHOLOGY, SUMMER PROGRAMS, WELFARE RECIPIENTS, SAGE HILL CAMP PROGRAM
RESIDENTIAL SUMMER WORK PROGRAMS IN A CAMP SETTING FOR DISADVANTAGED HIGH SCHOOL YOUTH FROM WELFARE FAMILIES WERE CONDUCTED IN THE SUMMERS OF 1967 (IN MONTEZUMA, COLORADO) AND 1968 (IN MONTEZUMA, COLORADO AND JAMAICA, VERMONT). FOLLOWUP ACTIVITIES DURING THE SCHOOL YEAR FOLLOWING THE YOUTHS SUMMER CAMP WORK PROGRAM WERE PART OF OVERALL PROJECT OPERATIONS. THE READER WITH SOME BACKGROUND IN SOCIAL PSYCHOLOGY THEORY WILL BENEFIT FROM THIS ATTEMPT TO RELATE BEHAVIORAL KNOWLEDGE IN PSYCHOLOGICAL TERMS TO THE KINDS OF HUMAN EXPERIENCES NEEDED BY DISADVANTAGED YOUTHS AS A MEANS OF BREAKING THE POVERTY CYCLE. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. (AUTHOR)
ERIC: ED053262

3882 PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY, SUMMARY OF PROJECTS FUNDED NOV 77
REYNOLDS, JACK;KELSEY, MARTA
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-11-77-31
NOTES: 90P
ETHNIC GROUPS, SPECIALIZED TRAINING, SECOND LANGUAGE LEARNING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, NTISLABPEU
THE DEPARTMENT OF LABOR AWARDED GRANTS TOTALLING $5 MILLION TO 47 PRIME SPONSORS TO PROVIDE TRAINING AND EMPLOYMENT ASSISTANCE TO PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY. ALMOST 6,000 PERSONS, PRIMARILY HISPANIC AND ASIAN, PARTICIPATED IN THE SHORT-TERM PROJECTS. THIS REPORT IS PART OF THE DEPARTMENT OF LABORS CONTINUING EFFORT TO MEET ITS RESPONSIBILITIES TO CONDUCT STUDIES AND DISSEMINATE INFORMATION ABOUT PROGRAMS DEVELOPED UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). SPECIFICALLY, THE REPORT LOOKS AT THE PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY (PLESA). IT IS NOT AN EVALUATION BUT RATHER A DESCRIPTION OF THE PROGRAM, AND IN PARTICULAR, OF THE 47 PLESA PROJECTS. SUMMARIES OF THE PROJECTS MAKE UP THE MAJOR PART OF THIS REPORT. IT IS HOPED THAT THESE SUMMARIES WILL SERVE AS A SOURCEBOOK FOR OTHER PRIME SPONSORS.
NTIS: PB-274 258/3ST NTIS PRICES PC A05/MF A01

3883 A PROGRAM FOR THE UTILIZATION OF THE EVANSVILLE REHABILITATION CENTER FOR MANPOWER TRAINING--PHASE I AND II. FINAL REPORT. SEP 70
REHABILITATION CENTER, INC., EVANSVILLE, IND. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 146P.
GEOGRAPHIC REGIONS, MOTIVATION, POVERTY PROGRAMS, PSYCHOLOGICAL EVALUATION, RETRAINING, RURAL POPULATION, RURAL URBAN DIFFERENCES, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
THE PURPOSE OF THIS PROJECT WAS TO ATTEMPT TO ASSIST CHRONICALLY UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS IN EVANSVILLE, INDIANA, AND THE SURROUNDING SOUTHWESTERN INDIANA RURAL COUNTIES TOWARD GREATER PRODUCTIVITY. THE OBJECTIVES OF THE PROJECT INCLUDED (1) MOTIVATION OF UNEMPLOYED INDIVIDUALS AND THEIR FAMILIES TO MAKE USE OF AVAILABLE REHABILITATION AND TRAINING FACILITIES; (2) THROUGH EVALUATION OF INTEREST, APTITUDE AND EMPLOYMENT POTENTIALS; (3) SUPPORTIVE COUNSELING; (4) ASSISTANCE TO INDIVIDUALS TO ENTER TRAINING PROGRAMS; (5) ASSISTANCE TO THOSE INELIGIBLE FOR EXISTING TRAINING PROGRAMS IN THE FORM OF MOTIVATION, WORK ADJUSTMENT OR WORK TOLERANCE PROGRAMS. THE PROJECT ALSO SOUGHT TO DETERMINE DIFFERENCES BETWEEN RURAL AND URBAN HARD CORE UNEMPLOYED. (AUTHOR)
ERIC: ED081974 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151. (PB-199 087, MF $1.45, HC $3.00)

3884 PROGRAM IN CHILD-YOUTH SERVICES. STUDY REPORT YOUTH AND THE MEANING OF WORK. PART II 31 DEC 74
GOTTLIEB, DAVID;BELL, MARY LOU
HOUSTON UNIV., TEX. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-81-11-72-04
NOTES: FINAL RPT. 15 JUN 73-31 DEC 74 194P
YOUTHS, INDUSTRIAL RELATIONS, CAREER DEVELOPMENT, COLLEGE GRADUATES, FOLLOW UP PROGRAMS, MARITAL STATUS, RELIGIOUS AFFILIATIONS, NTISLABROU
THIS REPORT REPRESENTS A FOLLOW-UP STUDY OF COLLEGE SENIORS WHO GRADUATED IN THE SPRING OF 1972. THE FIRST STAGE OF THE RESEARCH DEALT WITH THE CAREER RELATED ASPIRATIONS, EXPECTATIONS, AND APPREHENSIONS OF 1858 AMERICAN COLLEGE SENIORS OF THE CLASSES OF 1972. THE SECOND STAGE OF THE STUDY IS BASED UPON DATA OBTAINED FROM THIS GROUP ONE YEAR FOLLOWING COLLEGE GRADUATION--THE SPRING OF 1973. THE MAJOR PURPOSE OF THE FOLLOW-UP STUDY IS TO IDENTIFY THE FIT BETWEEN CAREER RELATED EXPECTATIONS AND CAREER RELATED OUTCOMES ONE YEAR AFTER COLLEGE GRADUATION.
NTIS: PB-241 474/6ST NTIS PRICES PC$7.00/MF$2.25

3885 A PROGRAM TO PREPARE OLDER WORKERS FOR RETIREMENT AND INTEREST COMMUNITY GROUPS IN PRE-RETIREMENT PLANNING 31 AUG 69
DRAKE UNIV., DES MOINES, IOWA. PRE-RETIREMENT PLANNING CENTER.
CONTRACT NO. DL-82-17-67-57:AA-4-67-043-01
NOTES: ANNUAL REPT. 1 SEP 68-31 AUG 69. 228P
RETIREMENT, PLANNING, MANPOWER, ROLES(BEHAVIOR), OLDER WORKERS, PRERETIREMENT PROGRAMS, ROLE CHANGING
THE PROJECT WAS DESIGNED TO DEVELOP, AND EVALUATE THE EFFECTIVENESS OF A PRE-RETIREMENT PLANNING PROGRAM. THE PROJECT, IN ITS SECOND YEAR OF OPERATION, HAS HAD 575 PARTICIPANTS WHO ATTENDED A SEVEN-WEEK SERIES OF PROGRAMS COVERING THE TOPICS OF EMPLOYMENT AFTER RETIREMENT, ESTATE PLANNING, COMPANY FRINGE BENEFITS, CONTINUING EDUCATION, INVESTMENTS, SOCIAL SECURITY-MEDICARE, AND PSYCHOLOGICAL ASPECTS OF RETIREMENT. INDIVIDUAL PRE-RETIREMENT COUNSELING WAS ALSO PROVIDED. THE CHANGING ATTITUDES AND THE LEVELS OF PARTICIPATION OF THE CLIENTS ARE EXAMINED THROUGH THE USE OF QUESTIONS DESIGNED AT THE PROJECT AND BY OTHER SOURCES. (DLMA ABSTRACT)
NTIS: PB-199 526 NTIS PRICES PC$3.00 MF$0.95

3886 A PROGRAM TO PREPARE OLDER WORKERS FOR RETIREMENT AND INTEREST COMMUNITY GROUPS IN PRE-RETIREMENT PLANNING. SECOND ANNUAL REPORT, SEPTEMBER 1, 1968 TO AUGUST 31, 1969. DRAKE UNIVERSITY PRE-RETIREMENT PLANNING CENTER. AUG 69
DRAKE UNIV., DES MOINES, IOWA. PRE-RETIREMENT PLANNING CENTER. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. COMMISSION ON AGING.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 228P.; FOR FIRST ANNUAL REPORT, SEE CE 000217
COMMUNITY ORGANIZATIONS, ESTATE PLANNING, OLDER ADULTS, PLANNING, PROGRAM CONTENT, PROGRAM DESIGN, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RETIREMENT, PRERETIREMENT
THE PROJECT WAS DESIGNED TO DEVELOP, AND EVALUATE THE EFFECTIVENESS OF A PRE-RETIREMENT PLANNING PROGRAM. THE PROJECT, IN ITS SECOND YEAR OF OPERATION, HAS HAD 575 PARTICIPANTS WHO ATTENDED A SEVEN-WEEK SERIES OF PROGRAMS COVERING THE TOPICS OF EMPLOYMENT AFTER RETIREMENT, ESTATE PLANNING, COMPANY FRINGE BENEFITS, CONTINUING EDUCATION, INVESTMENTS, SOCIAL SECURITY-MEDICARE, AND PSYCHOLOGICAL ASPECTS OF RETIREMENT. INDIVIDUAL PRE-RETIREMENT COUNSELING WAS ALSO PROVIDED. THE CHANGING ATTITUDES AND THE LEVELS OF PARTICIPATION OF THE CLIENTS ARE EXAMINED THROUGH THE USE OF QUESTIONS DESIGNED AT THE PROJECT AND BY OTHER SOURCES. (AUTHOR)
ERIC: ED081977 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 526, MF $1.45, HC $3.00)

3887 A PROGRAM TO PREPARE OLDER WORKERS FOR RETIREMENT AND INTEREST COMMUNITY GROUPS IN PRE-RETIREMENT PLANNING. FIRST ANNUAL REPORT. JUNE 1, 1967 TO AUGUST 31, 1968. 31 AUG 69
DRAKE UNIV., DES MOINES, IOWA. PRE-RETIREMENT PLANNING CENTER. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. COMMISSION ON AGING.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 202P.
ADMINISTRATIVE PERSONNEL, COMMUNITY PROGRAMS, EMPLOYMENT, GOVERNMENT EMPLOYEES, INDUSTRIAL PERSONNEL, LABOR UNIONS, MANPOWER UTILIZATION, OLDER ADULTS, PROFESSIONAL PERSONNEL, RETIREMENT, WORK ATTITUDES, PRERETIREMENT
THE PURPOSE OF THIS PROGRAM IS TO DEVELOP METHODS FOR AIDING OLDER EMPLOYED WORKERS IN PREPARING FOR RETIREMENT AND POSSIBLE RETIREMENT EMPLOYMENT. THE DRAKE PROJECT JOINTLY FUNDED BY THE ADMINISTRATION ON THE AGING IS CONDUCTING SESSIONS IN-PLANT THROUGH RELEASE TIME ARRANGEMENT OFTEN ON COOPERATION WITH THE RECOGNIZED BARGAINING AGENT. OTHER SESSIONS ARE HELD AT THE UNIVERSITY WITH PARTICIPANTS FROM THE COMMUNITY AT LARGE. THE GOAL OF THE PROJECT IS TO HELP PREPARE THE WORKER APPROACHING RETIREMENT TO BEGIN GRADUALLY TO REPLACE THE NORMAL WORK ROLE WITH A SATISFACTORY RETIREMENT ROLE. PARTICIPANTS ARE DIVIDED INTO 5 GROUPS (INDUSTRIAL, BUSINESS, GOVERNMENTAL, PROFESSIONAL AND COMMUNITY AT LARGE). (AUTHOR)
ERIC: ED081994 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 435, MF $1.45, HC $3.00)

3888 PROGRAMMED INSTRUCTION BOLD NEW VENTURE. 69
CALVIN, ALLEN D.
NOTES: 250P.
AUTOINSTRUCTIONAL AIDS, PROGRAM DESCRIPTIONS, PROGRAMED INSTRUCTION, PROGRAMED MATERIALS, PROGRAMMING, TEACHING METHODS
TEN EXPERTS IN THE FIELD OF PROGRAMED INSTRUCTION HAVE CONTRIBUTED ARTICLES TO THIS BOOK. THE ARTICLES ARE DESIGNED TO SHOW WHAT PROGRAMED LEARNING IS, WHERE IT IS CURRENTLY BEING USED AND WITH WHAT SUCCESS, AND HOW TO MAKE THE MOST EFFECTIVE USE OF PROGRAMED MATERIALS. THEY DEMONSTRATE THE USE OF PROGRAMED INSTRUCTION IN SPELLING, READING, SOCIAL SCIENCES, FOREIGN LANGUAGES, AND MATHEMATICS, AS WELL AS IN THE NONGRADED SCHOOL, JOB CORPS, ADULT EDUCATION, AND COLLEGES AND UNIVERSITIES. SOME OF THE ARTICLES ARE PRESENTED IN PROGRAMED FORM; OTHERS USE PROGRAMED MATERIAL EXTENSIVELY TO MAKE THEIR POINT. A LIST OF NOTES AND REFERENCES AND A SUBJECT INDEX SUPPLEMENTS THE TEXT. (AUTHOR/JY)
ERIC: ED042324 INDIANA UNIVERSITY PRESS, BLOOMINGTON, INDIANA 47401 ($7.50)

3889 PROGRAMMER ENGINEERING AND SCIENTIFIC (PROFESS. + KIN.) 020.188--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.

(CONT.)

3889 APTITUDE TESTS, CUTTING SCORES, ENGINEERING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PROGRAMERS, SCIENCES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066478

3890 PROGRAMMER, BUSINESS (PROFESS. + KIN.)--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY.   MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PROGRAMERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066476

3891 PROGRAMMER, DETAIL, GRAPHIC ARTS (CLERICAL) 219.388--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY.   JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GRAPHIC ARTS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PROGRAMERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069637

3892 PROGRAMMING FAILURE ANOTHER LOOK AT AFFIRMATIVE ACTION   1977
WAGNER, W.N.
PERSONNEL JOURNAL, VOL.56, NO.6, JUNE 1977, P. 278+.
AFFIRMATIVE ACTION, EEO, EMPLOYMENT POLICY, INDUSTRIAL RELATIONS, MANAGEMENT, MINORITIES IN BUSINESS
PRESENTATION OF SEVEN SIMPLE AND BASIC STEPS WHICH MIGHT HELP IN ACHIEVING THE GOALS AND PURPOSE OF COMPANY AFFIRMATIVE ACTION PROGRAMS.
MGMT: PEJ77F0278

3893 PROGRAMS TO AID UNEMPLOYED AEROSPACE PROFESSIONALS IMPLICATIONS FOR MID-LIFE CAREER REDIRECTION.   JUN 75
THOMPSON, VELMA MONTOYA
RAND CORP., SANTA MONICA, CALIF.

(CONT.)
3893 NOTES: 19P.
AEROSPACE INDUSTRY, AGE, CAREER CHANGE, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, ENGINEERS, FAILURE FACTORS, LITERATURE REVIEWS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM EFFECTIVENESS, SCIENTISTS, SUCCESS FACTORS, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING
THE RAND PAPER ON PROGRAMS FACILITATING THE MID-LIFE CAREER REDIRECTION OF UNEMPLOYED AEROSPACE PROFESSIONALS IS 1 OF 20 POLICY-RELATED RESEARCH REPORTS COMMISSIONED BY THE DIVISION OF SOCIAL SYSTEMS AND HUMAN RESOURCES IN THE RESEARCH APPLIED TO NATIONAL NEEDS PROGRAM OF THE NATIONAL SCIENCE FOUNDATION. IT IS BASED ON THE EVALUATION OF SOME 300 ITEMS OF LITERATURE ON THE TOPIC OF MID-LIFE CAREER REDIRECTION. EVALUATION CRITERIA WERE INTERNAL AND EXTERNAL VALIDITY AND POLICY RELEVANCE. THE PAPER EVALUATES THOSE ITEMS WHICH ASSESS THE EFFECTIVENESS OF THE PRIVATE AND PUBLIC SECTORS OF OUR ECONOMY TO MOUNT SCHEMES TO DEAL WITH THE PROBLEM OF THE INVOLUNTARY CAREER CHANGE OF AEROSPACE ENGINEERS AND SCIENTISTS. IT ASSESSES EMPLOYMENT PROGRAMS RANGING FROM THOSE BASED ON THE ASSUMPTION THAT COMPARABLE JOBS ARE AVAILABLE SOMEWHERE IN THE ECONOMY TO OTHERS WHICH ASSUME THAT RETRAINING AND SKILLS CONVERSION ARE REQUIRED IN ORDER TO GET PROFESSIONALS REEMPLOYED. THE REVIEW OF THE LITERATURE REVEALED THAT UNSUCCESSFUL RETRAINING PROGRAMS FAILED BECAUSE OF INADEQUATE PROGRAM DESIGN, RETRAINING COSTS, TRAINEES AGE, AND THE NATURE OF LABOR MARKET INFORMATION SYSTEMS. IT WAS CONCLUDED THAT, IF RETRAINING PROGRAMS WERE TO BE SUCCESSFUL, COUNSELING AND JOB INFORMATION SERVICES SHOULD BE A PROMINENT FEATURE OF SUCH PROGRAMS. (AUTHOR/BP)
ERIC: ED123472

3894 PROGRAMS, PROBLEMS AND NEEDS IN WOMENS CONTINUING EDUCATION: PROCEEDINGS OF A STATEWIDE CONFERENCE FOR INSTITUTIONS OF HIGHER EDUCATION, COMMUNITY AND GOVERNMENT REPRESENTATIVES (SEATTLE, WASHINGTON, NOVEMBER 8, 1968). 68
WASHINGTON UNIV., SEATTLE. OFFICE OF WOMENS CONTINUING EDUCATION.
NOTES: 70P.
CAREER PLANNING, COUNSELING, EDUCATIONAL INNOVATION, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EQUIVALENCY TESTS, HEALTH OCCUPATIONS, MIDDLE AGED, PERSONNEL NEEDS, RURAL EXTENSION, UNIVERSITIES, VOLUNTEER TRAINING, WOMENS EDUCATION, COLLEGE LEVEL EXAMINATION PROGRAM, EASTERN WASHINGTON STATE COLLEGE
A CONFERENCE ON WOMENS CONTINUING EDUCATION EXPLORED WAYS IN WHICH INSTITUTIONS OF HIGHER EDUCATION IN THE STATE OF WASHINGTON CAN DEVELOP INNOVATIVE PROGRAMS TO MEET THE NEEDS OF WOMEN, PARTICULARLY THOSE IN THEIR MIDDLE YEARS. EXPLORATION INVOLVED (1) IDENTIFYING THE COMMUNITIES NEEDS FOR MORE EFFECTIVE USE OF WOMAN POWER, BOTH PAID AND VOLUNTEER: (2) DEFINING STEPS WHICH MUST BE TAKEN TO EXPAND OPPORTUNITIES FOR WOMEN: (3) PROVIDING INFORMATION ON PROGRAMS WHICH ARE IN PROCESS IN VARIOUS STATES: (4) DISCUSSING WAYS IN WHICH ALL EDUCATIONAL INSTITUTIONS CAN WORK TOGETHER TO IMPLEMENT NEW AND RELEVANT PROGRAMS FOR WOMEN: AND (5) PLANNING FOR INTERINSTITUTIONAL AND INTERDISCIPLINARY COOPERATION. DESCRIPTIONS WERE GIVEN OF THE COLLEGE LEVEL EXAMINATION PROGRAM, EASTERN WASHINGTON STATE COLLEGE CONTINUING EDUCATION FOR WOMEN, AND THE EDUCATIONAL PROGRAM AT OAK HARBOR NAVAL AIR STATION. (NL)
ERIC: ED032456 OFFICE OF WOMENS CONTINUING EDUCATION, UNIVERSITY OF WASHINGTON, SEATTLE, WASH. 98105 ($1.00)

3895 PROGRESS AND PROBLEMS IN ALLOCATING FUNDS UNDER TITLES I AND II--COMPREHENSIVE EMPLOYMENT AND TRAINING ACT. 2 JAN 76
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 61P.
ADMINISTRATIVE AGENCIES, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL STATE RELATIONSHIP, FINANCIAL POLICY, FINANCIAL SUPPORT, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, STATE OFFICIALS, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
THE REVIEW OF THE FUNDING ASPECT OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) UNDER TITLES 1 AND 2 WAS CONDUCTED BY THE GENERAL ACCOUNTING OFFICE (GAO). TITLE 1 OF THE ACT AUTHORIZES COMPREHENSIVE MANPOWER SERVICES TO BE PROVIDED BY PRIME SPONSORS, AND TITLE 2 IS DESIGNED TO PROVIDE TRANSITIONAL EMPLOYMENT OPPORTUNITIES AND PUBLIC SERVICES IN UNEMPLOYMENT AREAS AND TO ENABLE ENROLLEES TO OBTAIN JOBS NOT SUPPORTED UNDER THIS TITLE. THE REVIEW FOCUSES ON (1) THE LEGISLATIVE HISTORY OF CETA, (2) THE APPROPRIATION OF TITLE 1 FUNDS FOR FISCAL YEAR 1975 AND TITLE 2 FUNDS FOR FISCAL YEARS 1974 AND 1975, AND (3) THE DEPARTMENT OF LABORS POLICIES AND PROCEDURES FOR ALLOCATING THESE FUNDS. THE REVIEW IS BASED UPON AN EXAMINATION OF RECORDS AND INTERVIEWS WITH OFFICIALS AT THE DEPARTMENT OF LABOR HEADQUARTERS AND FOUR REGIONAL OFFICES AS WELL AS WITH CERTAIN STATE AND LOCAL OFFICIALS IN CALIFORNIA, CONNECTICUT, GEORGIA, MARYLAND, MASSACHUSETTS, AND VIRGINIA. THE METHODOLOGY FOR GENERATING UNEMPLOYMENT DATA USED TO MAKE THE ALLOCATIONS IS BRIEFLY DISCUSSED. APPENDED MATERIALS INCLUDE (1) AN EXAMPLE OF THE EFFECT OF THE TRADE-OFF FACTOR IN FISCAL YEAR 1974 TITLE 2 ALLOCATIONS, AND (2) A RESPONSE TO THE GAO REPORT BY THE DEPARTMENT OF LABOR. (AUTHOR/EC)
ERIC: ED126269

3896 PROGRESS REPORT--THE QUEST FOR EQUITY SEP 72
LOVELL, MALCOLM R., JR.
MANPOWER:4:9:2-6
DISADVANTAGED GROUPS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, LABOR FORCE, MANPOWER DEVELOPMENT, MIGRANT WORKER PROJECTS, SPANISH AMERICANS, SPANISH SPEAKING
DESCRIBES GOVERNEMENTS EFFORTS TO INCREASE THE PARTICIPATION OF SPANISH-SPEAKING PEOPLE IN MANPOWER PROGRAMS. (MF)
ERIC: EJ068793

3897 PROJECT ADAPT (REPORT NUMBER 2) REVIEW AND ASSESSMENT OF POST-ORIENTATION CAREERS OF PROJECT PARTICIPANTS. AEROSPACE EMPLOYMENT PROJECT. FINAL REPORT. MAY 72

MASSACHUSETTS INST. OF TECH., CAMBRIDGE. DEPT. OF URBAN STUDIES AND PLANNING. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 245P.

AEROSPACE INDUSTRY, DEVELOPMENTAL PROGRAMS, FEDERAL PROGRAMS, GOAL ORIENTATION, MANPOWER UTILIZATION, PARTICIPANT CHARACTERISTICS, PROFESSIONAL PERSONNEL, PROGRAM EVALUATION, REVIEW (REEXAMINATION), UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING, PROJECT ADAPT

THE CAREERS OF 185 PREVIOUSLY UNEMPLOYED AEROSPACE AND DEFENSE INDUSTRY PROFESSIONALS ARE DOCUMENTED, FOLLOWING COMPLETION IN AUGUST 1971 OF A 1-MONTH ORIENTATION TO URBAN AFFAIRS ENTITLED PROJECT ADAPT (AEROSPACE AND DEFENSE ADAPTATION TO PUBLIC TECHNOLOGY). FUNDED BY THE LABOR DEPARTMENT AND BY THE HOUSING AND URBAN DEVELOPMENT PROJECT TO PROVIDE VOCATIONAL RETRAINING FOR CAREERS IN STATE AND LOCAL GOVERNMENT, BOTH THE ORIENTATION AND SUBSEQUENT EVALUATION ARE PART OF THE JOINT AEROSPACE EMPLOYMENT PROJECT (AEP) OF THE NATIONAL LEAGUE OF CITIES/U.S. CONFERENCE OF MAYORS (NLC/USCM). PERSONS WHO COMPLETED THE ADAPT ORIENTATION WERE ABOUT FIVE TIMES AS LIKELY TO ENTER PUBLIC SERVICE, CHIEFLY IN LOCAL GOVERNMENT AGENCIES, THAN WERE COMPARABLE NON-PARTICIPANTS IN THE PROGRAM. ALTHOUGH THE PARTICIPANTS CIVIC AND URBAN INVOLVEMENTS INCREASED DUE TO THIS PROGRAM, PARTICIPANT CHARACTERISTICS DID NOT SIGNIFICANTLY AFFECT EITHER THEIR RATE OF JOB PLACEMENT OR THEIR JOB PERFORMANCE. THE BEST PREDICTOR OF SUCCESSFUL SKILLS ADAPTATIONS WAS THE READINESS OF THE HIRING AGENCY TO ACCOMMODATE INNOVATIVE MANAGEMENT TECHNIQUES. THESE TENTATIVE EVALUATIONS OF PROJECT OUTCOMES SHOWED THAT 70 PERCENT OF THE PARTICIPANTS WERE PROFESSIONALLY EMPLOYED 8 MONTHS LATER, AND ALMOST 61 PERCENT OF THOSE EMPLOYED WERE IN PUBLIC SERVICE. EXTENSIVE RESOURCE MATERIALS WERE APPENDED. (AG)

ERIC: ED070914

3898 PROJECT ASSIST A PROGRAM TO MOTIVATE HIGH SCHOOL GRADUATES TO AQUIRE REMEDIAL EDUCATION AND TEST-TAKING SKILL TO QUALIFY FOR EMPLOYMENT 29 FEB 68

NATIONAL URBAN LEAGUE, ATLANTA, GA. SOUTHERN REGIONAL OFFICE.

CONTRACT NO. DL-82-34-67-28

NOTES: FINAL REPT. 92P

EMPLOYMENT, PROJECTS, STUDENTS, MOTIVATION, EDUCATION, URBAN AREAS, TEST TAKING ABILITY, HIGH SCHOOL GRADUATES, ASSIST PROJECT, EQUAL EMPLOYMENT OPPORTUNITIES, DEMONSTRATION PROJECTS, COLLEGE DROPOUTS, SOUTHERN STATES, DISADVANTAGED GROUPS

PROJECT ASSIST WAS IMPLEMENTED IN THE SIX SOUTHERN STATES OF FLORIDA, GEORGIA, ALABAMA, MISSISSIPPI, TENNESSEE, AND SOUTH CAROLINA. THE PROJECT FOCUSED ON A TARGET POPULATION OF HIGH SCHOOL GRADUATES AND COLLEGE DROPOUTS BETWEEN THE AGES OF 16 AND 35 YEARS. THE GOALS WERE TO BREAK DOWN VARIOUS BARRIERS TO EQUAL EMPLOYMENT OPPORTUNITIES AND TO ASSIST THE PARTICIPANTS TO BECOME MORE COMPETITIVE IN THE REQUIRED TEST-TAKING ON THE JOB MARKET FOR OBTAINING UPGRADING IN THEIR PRESENT EMPLOYMENT AND IN OBTAINING ENTRY LEVEL JOBS. (OLMA ABSTRACT)

NTIS: PB-199 090 NTIS PRICES PC$3.00 MF$0.95

3899 PROJECT BOLT--FINAL REPORT FOR THE EXPERIMENTAL AND DEMONSTRATION PHASE OF THE BASIC OCCUPATIONAL LANGUAGE TRAINING PROGRAM. NOV 71

PUERTO RICAN FORUM, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 94P.

EMPLOYMENT PROBLEMS, ENGLISH (SECOND LANGUAGE), JOB ANALYSIS, LANGUAGE INSTRUCTION, LANGUAGE PROGRAMS, LANGUAGE SKILLS, MANPOWER UTILIZATION, MULTILINGUALISM, PUERTO RICAN CULTURE, PUERTO RICANS, SECOND LANGUAGE LEARNING, SOCIOLINGUISTICS, SPANISH SPEAKING, UNDEREMPLOYED, UNEMPLOYED, VOCABULARY DEVELOPMENT, BASIC OCCUPATIONAL LANGUAGE TRAINING

THE PUERTO RICAN FORUMS BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM TEACHES ENGLISH LANGUAGE SKILLS TO SPANISH-SPEAKING PEOPLE, AND SPANISH LANGUAGE SKILLS TO ENGLISH-SPEAKING PEOPLE. SPECIAL BOLT CURRICULA EMPHASIZE HIGH-SKILLED INSTRUCTORS, AUDIO-VISUAL AND AUDIO-LINGUAL TECHNIQUES, JOB-ORIENTED VOCABULARIES, AND ON-SITE INSTRUCTION. UNDERWAY FOR THREE YEARS, BOLT GIVES UNEMPLOYED AND UNDEREMPLOYED PEOPLE NEEDED LANGUAGE TOOLS TO FIND AND HOLD GOOD JOBS. RESEARCH DATA AND FOLLOW-UP EVALUATION DEMONSTRATE BOLTS EFFECTIVENESS IN TEACHING A SECOND LANGUAGE, AND ITS VALUE IN HELPING GRADUATES ENTER THE LABOR MARKET. BOLT PROGRAMS AND LANGUAGE TRAINING TECHNICAL ASSISTANCE ARE AVAILABLE TO BOTH THE PUBLIC AND PRIVATE SECTORS FROM THE PUERTO RICAN FORUM. (AUTHOR)

ERIC: ED081938 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-205 424 MF $1.45, HC $3.00)

3900 PROJECT BUILD PREPARING DISADVANTAGED YOUTH FOR APPRENTICABLE CONSTRUCTION TRADES JAN 71

GREATER WASHINGTON CENTRAL LABOR COUNCIL, D.C.

CONTRACT NO. DL-82-09-69-37

NOTES: FINAL REPT. 56P

EMPLOYMENT, PROJECTS, CONSTRUCTION INDUSTRY, APPRENTICESHIPS, UNSKILLED WORKERS, INDUSTRIAL TRAINING, DISADVANTAGED GROUPS, YOUTH TRAINING PROGRAMS, DEMONSTRATION PROJECTS, BUILD PROJECT, ON THE JOB TRAINING

THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP AND TEST A WORK-EXPERIENCE APPRENTICESHIP-PREPARATION PROGRAM TO ENABLE DISADVANTAGED INNER CITY YOUTH TO QUALIFY AND PERFORM EFFECTIVELY IN APPRENTICESHIP PROGRAMS IN THE BUILDING AND CONSTRUCTION TRADES AND TO DESIGN A SKILL REFINEMENT PROGRAM FOR ADULTS WHO LACKED TRAINING NECESSARY

(CONT.)
3900 TO ATTAIN JOURNEYMAN STATUS. ON SITE TRAINING WAS OFFERRED IN NINE MAJOR CRAFT AREAS. ADDITIONALLY, REMEDIAL EDUCATION COURSES WERE CONDUCTED TO ENABLE THE PARTICIPANTS TO PASS THE GENERAL APTITUDE TEST BATTERY REQUIRED OF THE BUILDING TRADES APPRENTICESHIP PROGRAMS AND OBTAIN A HIGH SCHOOL EQUIVALENCY CERTIFICATE. COUNSELING AND SUPPORTIVE SERVICES WERE PROVIDED FOR TRAINEES AS WERE FOLLOWUP SERVICES FOR THE GRADUATES. (OLMA ABSTRACT)
NTIS: PB-199 095 NTIS PRICES PC$3.00 MF$0.95

3901 PROJECT BUILD. A MANPOWER DEMONSTRATION PROGRAM FEBRUARY, 1968--MARCH, 1969. MAR 69
MACKENZIE, JOHN R.;MACKENZIE, HELEN R.
AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 56P.
APPRENTICESHIPS, BUILDING TRADES, DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, INNER CITY, INPLANT PROGRAMS, LABOR UNIONS, REMEDIAL INSTRUCTION, VOCATIONAL EDUCATION, PROJECT BUILD
THIS DEMONSTRATION PROJECT WAS DESIGNED TO PREPARE DISADVANTAGED YOUTH FROM THE INNER CITY TO MEET THE REQUIREMENTS FOR, AND PERFORM EFFECTIVELY IN, THE APPRENTICEABLE CONSTRUCTION TRADES IN THE DISTRICT OF COLUMBIA. OF 160 TRAINEES WHO WERE PREPARED FOR APPRENTICESHIP IN TWO 24-WEEK CYCLES, THERE WERE 143 GRADUATES, OF WHOM 120 WERE PLACED IN APPRENTICESHIP. THE REPORT EMPHASIZES THE NEED FOR A COMPREHENSIVE PROGRAM OF REMEDIAL EDUCATION, WORK ORIENTATION, AND SKILL TRAINING TO PREPARE THE INDIVIDUAL FOR APPRENTICESHIP. INDIVIDUAL COUNSELING AND CAREFUL FOLLOWUP ARE ALSO CONSIDERED TO BE OF MAJOR IMPORTANCE. (BH)
AIM/ARM: VT012011

3902 PROJECT CAREERS CAREER GUIDANCE FOR ADULTS. FOCUS ON ETHNIC MINORITIES AND WOMEN. TWO PROGRAM MODELS IMPLEMENTATION AND EVALUATION. FINAL REPORT. FEB 76
BELLENGER, JOSEPH;AND OTHERS
METROPOLITAN ADULT EDUCATION PROGRAM, SAN JOSE, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1722
NOTES: 199P.; FOR A RELATED DOCUMENT SEE CE 009 902
ADULT PROGRAMS, CAREER EDUCATION, CAREER PLANNING, ETHNIC GROUPS, FEMALES, GUIDANCE SERVICES, INDIVIDUAL CHARACTERISTICS, MINORITY GROUPS, NATIONAL SURVEYS, NEEDS ASSESSMENT, OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RACIAL DIFFERENCES, SURVEYS, VOCATIONAL COUNSELING, WORKING WOMEN, WORKSHOPS, CALIFORNIA (SAN JOSE), PROJECT CAREERS
THE PROJECT WAS DEVELOPED TO IMPROVE CAREER GUIDANCE SERVICES FOR ADULTS, PARTICULARLY ETHNIC MINORITIES AND WOMEN. GENERAL OBJECTIVES FOR THE PROJECT WERE (1) TO IDENTIFY VIABLE CAREER GUIDANCE, COUNSELING, PLACEMENT, AND FOLLOWUP APPROACHES BEING USED WITH ADULT POPULATIONS, (2) TO IMPLEMENT AND FIELD TEST TWO OF THESE APPROACHES AND DESIGN PROTOTYPE MATERIALS BASED ON THE IDENTIFIED MODELS, AND (3) TO DISSEMINATE A CATALOG OF VIABLE ADULT CAREER GUIDANCE APPROACHES. ONE OF THE SELECTED PROGRAMS WAS OFFERED IN A SAN JOSE, CALIFORNIA, NEIGHBORHOOD WITH A HIGH ETHNIC MINORITY POPULATION. IT WAS BASED ON A PROGRAM OPERATING IN HUNTSVILLE, ALABAMA, AND CONSISTED OF A 5-WEEK CLASS ON CAREER DECISIONMAKING. THE SECOND PROGRAM, AN 8-WEEK CAREER EXPLORATION WORKSHOP, FOCUSED ON THE SPECIAL CONCERNS OF WOMEN AND WAS BASED ON A PROGRAM DEVELOPED AT THE UNIVERSITY OF KANSAS. A KIT, CONTAINING MATERIALS USED DURING THE IMPLEMENTATION AS WELL AS THE EVALUATION INSTRUMENTS, WAS PREPARED FOR EACH PROGRAM. (THESE KITS AND EVALUATIONS ARE INCLUDED IN THIS FINAL REPORT.) EVALUATION DATA REVEALED THAT THE ETHNIC MODEL (THE FIRST PROGRAM) WAS SUCCESSFUL IN HELPING INDIVIDUALS WHO PARTICIPATED TO REACH PROGRAM OBJECTIVES, BUT ATTRACTED VERY FEW INDIVIDUALS. IT WAS SUGGESTED THAT PRESENTATION AND FORMAT OF THE PROGRAM BE REVISED IF IT IS TO BE A TRANSPORTABLE MODEL. EVALUATION OF THE WOMENS PROGRAM (THE SECOND PROGRAM) WAS POSITIVE AND THE PROGRAM WAS CONSIDERED A VIABLE, TRANSPORTABLE ADULT CAREER GUIDANCE PROGRAM. (TA)
ERIC: ED134795

3903 PROJECT CROSSROADS AS PRE-TRIAL INTERVENTION. A PROGRAM EVALUATION. DEC 70
ROVNER-PIECZENIK, ROBERTA
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 47P.; FOR RELATED DOCUMENTS, SEE ED 048 445 AND 055 155; NOT AVAILABLE IN HARD COPY DUE TO REPRODUCIBILITY OF ORIGINAL DOCUMENT
COMMUNITY SERVICES, DELINQUENT REHABILITATION, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, REHABILITATION PROGRAMS, YOUNG ADULTS, YOUTH, PROJECT CROSSROADS
THIS REPORT DESCRIBES AND EVALUATES PROJECT CROSSROADS, A MANPOWER APPROACH TO THE REHABILITATION OF ACCUSED OFFENDERS PRIOR TO ADJUDICATION. IN ORDER TO DEMONSTRATE THE FEASIBILITY OF WORKING WITH THE COURT AND ITS PERSONNEL TO PROVIDE A PRETRIAL INTERVENTION ALTERNATIVE FOR YOUTHFUL FIRST-TIME OFFENDERS, PROJECT CROSSROADS PROVIDED A COMMUNITY-BASED PROGRAM OF MANPOWER SERVICES TO YOUNG MEN AND WOMEN IN THE PRETRIAL STAGE OF THE CRIMINAL COURT PROCESS. PROJECT SERVICES INCLUDE COUNSELING, JOB PLACEMENT, JOB TRAINING AND REMEDIAL EDUCATION. THE REPORT EVALUATES PROJECT CROSSROADS IN RELATION TO ITS IMPACT ON THE COURT ADJUDICATION OF ITS PARTICIPANTS, MEASURABLE RESULTS IN THE SPHERES OF PARTICIPANT RECIDIVISM AND EMPLOYMENT, AND EVALUATION OF THE CHARACTERISTICS OF PROJECT PARTICIPANTS WHO ACHIEVE SUCCESS BY PROJECT CROSSROADS STANDARDS. THE REPORT DISCUSSES THE ROLE OF THIS PROGRAM OF INTERVENTION IN MITIGATING SOME NEGATIVE

(CONT.)
3903 BYPRODUCTS OF ROUTINE CASE PROCESSING, AND MAKES RECOMMENDATIONS CONCERNING FURTHER PROGRAM USE AND EVALUATION. (AUTHOR)
ERIC: ED113651

3904 PROJECT CROSSROADS. FINAL REPORT 71
TROTTER, JOSEPH A., JR., ED.
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 91P.
CORRECTIONAL REHABILITATION, DELINQUENT REHABILITATION, DEMONSTRATION PROJECTS, JOB PLACEMENT, MANPOWER DEVELOPMENT, OUT OF SCHOOL YOUTH, PRISONERS, PROBATIONARY PERIOD, RECIDIVISM, DISTRICT OF COLUMBIA, PROJECT CROSSROADS
IN THIS PILOT PROGRAM, PRETRIAL MANPOWER SERVICES WERE PROVIDED FOR FIRST OFFENDERS IN JUVENILE AND ADULT COURTS IN THE DISTRICT OF COLUMBIA. THE PROJECT OFFERED INTENSIVE SERVICES TO SELECTED YOUTHFUL ARRESTEES DURING A 90-DAY CONTINUANCE OF THEIR TRIALS. AT THE END OF THIS PERIOD CHARGES COULD BE DROPPED ON THE RECOMMENDATION OF THE PROJECT STAFF. THE DEMONSTRATION PHASE BEGAN IN 1968 AND ENDED IN FEBRUARY 1971, AT WHICH TIME THE PROJECT BECAME AN INDEPENDENT COMPONENT OF THE SUPERIOR COURT OF THE DISTRICT OF COLUMBIA. A RELATED DOCUMENT IS AVAILABLE AS ED 048 445. (BH)
ERIC: ED055155

3905 PROJECT CROSSROADS--PHASE 1. FINAL REPORT (JANUARY 15, 1968-MAY 15, 1969). 70
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 114P.
CORRECTIONAL REHABILITATION, DELINQUENT REHABILITATION, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER DEVELOPMENT, OUT OF SCHOOL YOUTH, PILOT PROJECTS, PRISONERS, RECIDIVISM, DISTRICT OF COLUMBIA
IN THIS PILOT PROGRAM, PRETRIAL MANPOWER SERVICES ARE PROVIDED FOR FIRST OFFENDERS IN JUVENILE AND ADULT COURTS IN THE DISTRICT OF COLUMBIA. THE PROJECT OFFERS INTENSIVE SERVICES TO SELECTED YOUTHFUL ARRESTEES DURING A 90-DAY CONTINUANCE OF THEIR TRIALS. AT THE END OF THIS PERIOD CHARGES MAY BE DROPPED, ON THE RECOMMENDATION OF THE PROJECT STAFF. ABOUT 60 PERCENT OF THE FIRST 162 PARTICIPANTS WHOSE CASES RECEIVED JUDICIAL REVIEW HAD THEIR CHARGES DISMISSED BECAUSE OF SATISFACTORY PROJECT PARTICIPATION. PROJECT STAFF CONSISTS OF VOLUNTEERS IN SERVICE TO AMERICA AND COMMUNITY VOLUNTEERS FOR SUPPORTIVE SERVICES, AS WELL AS SOME EX-OFFENDERS. JOB PLACEMENT FOR YOUTH HAS BEEN THE MOST SERIOUS PROBLEM IN A CITY WITH LITTLE INDUSTRY. THE RE-ARREST RATE FOR PARTICIPANTS WAS 3 PERCENT AFTER THE FIRST YEAR AND A HALF OF OPERATION. THE PRIMARY OBJECTIVE OF THE SECOND PHASE IS TO PROVIDE AN ASSESSMENT OF THE IMPACT OF PROJECT SERVICES ON PARTICIPANTS, BUT WILL INCLUDE CONTINUED EXPLORATION AND IMPROVEMENTS. (AUTHOR/BH)
ERIC: ED048445 NCCY PROJECT CROSSROADS, 527-6TH STREET, N.W., WASHINGTON, D.C. 20001

3906 PROJECT ELDERLY. INTERIM AND FINAL REPORTS. 76
MIAMI-DADE COMMUNITY COLL., FLA. EDNA MCCONNELL CLARK FOUNDATION, NEW YORK, N.Y.
NOTES: 77P.; PAGES 23-26 OF THE INTERIM REPORT, AND 29-30 OF THE FINAL REPORT WERE REMOVED FROM THE DOCUMENT DUE TO MARGINAL LEGIBILITY.
EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, GERIATRICS, JOB PLACEMENT, JOB TRAINING, OLDER ADULTS, PROGRAM DESCRIPTIONS, SENIOR CITIZENS, VOLUNTEER TRAINING
THIS REPORT EXAMINES PROJECT ELDERLY, A PROJECT DEVELOPED TO PROVIDE JOB POSSIBILITIES FOR THE OLDER ADULT IN THE LABOR MARKET IN METROPOLITAN MIAMI (FL). A SURVEY QUESTIONNAIRE WAS DEVELOPED TO (1) ASSESS THE OPPORTUNITIES OF THE ELDERLY FOR RE-ENTRY INTO VOLUNTEER AND PAID EMPLOYMENT POSITIONS; (2) DETERMINE THE EXTENT OF THE SENIOR POPULATION PRESENTLY EMPLOYED IN VOLUNTEER AND PAID EMPLOYMENT POSITIONS; (3) GAIN INPUT AS TO A POSSIBLE TRAINING MODEL FOR RE-ENTRY OF THE ELDERLY INTO EMPLOYMENT POSITIONS; (4) ASSESS THE FEASIBILITY OF EMPLOYMENT COUNSELING AND JOB PLACEMENT SERVICES; AND (5) ASSESS THE ATTITUDES OF THE RESPONDENTS TOWARD THREE PERSONNEL PROFILES OF THE YOUNG, MIDDLE-AGED AND ELDERLY WORKER. (AUTHOR/YRJ)
ERIC: ED140176

3907 PROJECT FIRST CHANCE AN EXPERIMENTAL AND DEMONSTRATION MANPOWER PROJECT. FINAL REPORT, JUNE 30, 1966 TO JUNE 30, 1969. JUN 69
SOUTH CAROLINA STATE DEPT. OF CORRECTIONS, COLUMBIA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 229P.
ADULT BASIC EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, DEMONSTRATION PROJECTS, EMPLOYMENT, PLACEMENT, PRISONERS, RECRUITMENT, SELECTION, TABLES (DATA), TRAINING, VOCATIONAL COUNSELING, PROJECT FIRST CHANCE
FIRST CHANCE WAS A DEMONSTRATION PROJECT DESIGNED TO AID PRISON INMATES IN MAKING THE TRANSFER FROM PRISON TO A USEFUL LIFE IN SOCIETY. IN THIS PROJECT, TWO GROUPS OF 180 INMATES EACH WERE TESTED, EVALUATED, AND SELECTED FOR PREVOCATIONAL AND VOCATIONAL TRAINING IN AUTO-BODY REPAIR, AUTOMOBILE MECHANICS, BRICKLAYING, CARPENTRY, ELECTRICAL APPLIANCE REPAIR, MAINTENANCE, AND WELDING. COUNSELING SERVICES AND A HALFWAY HOUSE WERE ALSO AVAILABLE FOR THE INMATES. ONLY 26 PERCENT OF THE PARTICIPANTS HAD COMPLETED SCHOOL BEYOND THE EIGHTH GRADE, AND 60 PERCENT HAD HELD THREE OR MORE JOBS IN THE 5 YEARS PRIOR TO THEIR CONVICTION. A TOTAL OF 316 MEN FROM THE TWO GROUPS WERE PLACED IN JOBS. THE REPORT DESCRIBES THE STRUCTURAL COMPONENTS OF THE PROJECT RATHER THAN THE PROBLEMS AND SOLUTIONS TO THEM. (BC)
ERIC: ED052289

3908 PROJECT GATEKEEPER, THE REDUCTION OF JOB DISCRIMINATION BY THE USE OF SELF-CONFRONTATION AND FEEDBACK TO THE DISCRIMINATOR. 67
DAILEY, CHARLES A.
NOTES: 131P.
ABILITY IDENTIFICATION, CASE STUDIES (EDUCATION), DECISION MAKING, DISADVANTAGED GROUPS, DISCRIMINATORY ATTITUDES (SOCIAL), EDUCATIONAL PROGRAMS, EMPLOYMENT INTERVIEWS, EMPLOYMENT QUALIFICATIONS, FEEDBACK, JOB APPLICANTS, PERSONNEL SELECTION, PILOT PROJECTS, PROGRAM EVALUATION, ROLE PLAYING, SENSITIVITY TRAINING, SIMULATION, TAPE RECORDINGS, TEACHING TECHNIQUES
THE MAIN OBJECTIVE OF THIS PILOT STUDY WAS TO DESIGN A PROGRAM FOR TRAINING DECISION-MAKERS (EMPLOYERS) TO INTERACT WITH DISADVANTAGED PERSONS AND TO EVALUATE THEIR CAREER POTENTIAL MORE APPROPRIATELY. TRAINING METHODS INCLUDE THE USE OF VIDEOTAPE RECORDINGS AND PLAYBACK, AUDIOTAPE RECORDINGS OF INTERVIEWS AND PLAYBACK, SENSITIVITY TRAINING, ROLE-PLAYING (SIMULATED INTERVIEWING), PROGRAMED CASES, PROGRAMED PERSONNEL DATA, AND TRADITIONAL METHODS OF TRAINING SUCH AS LECTURING AND CASE STUDIES. FINDINGS OF EARLIER STUDIES AND EXPERIMENTS OF THIS STUDY ARE INCLUDED IN THE EVALUATIONS OF THE PROJECT. FINDINGS INCLUDE--(1) THE SOCIAL DISTANCE DESIRED BY THE APPLICANT WITH THE INTERVIEWER IS CORRELATED WITH THE UNDERSTANDING THE APPLICANT BELIEVES THE INTERVIEWER HAS FOR HIM, (2) THE SOCIAL DISTANCE VIEWED BY THE APPLICANT IS RELATED INVERSELY TO THE QUALIFICATION RATING OF THE APPLICANT BY THE INTERVIEWER, (3) INTERVIEWERS DO A BETTER JOB WHEN APPLICANTS FEEL QUALIFIED, (4) INTERVIEWERS DO A BETTER JOB WHEN THEY REGARD APPLICANTS AS QUALIFIED, AND (5) INTERVIEWERS DO A BETTER JOB WHEN THE APPLICANTS RATING OF SOCIAL DISTANCE INDICATES GREATER INTIMACY AND UNDERSTANDING. (PS)
AIM/ARM: VT004318

3909 PROJECT GET SET (GROUP EMPLOYABILITY TRAINING SPECIALIZED EDUCATIONAL TASKS). APPLICATION OF PRIMARY VOCATIONAL LIFE SKILLS TRAINING TO AN OUT-OF-SCHOOL, OUT-OF-WORK DELINQUENT POPULATION. FEB 69
YOUTH HOUSE, INC., BRONX, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 269P.
CAREER PLANNING, CORRECTIVE INSTITUTIONS, DELINQUENTS, DISADVANTAGED YOUTH, DROPOUT PROGRAMS, OCCUPATIONAL INFORMATION, REMEDIAL INSTRUCTION, SIMULATED ENVIRONMENT, UNEMPLOYED, VOCATIONAL EDUCATION, WORK ATTITUDES
PROJECT GET SET WAS DESIGNED TO TRAIN AND ORIENT 300 YOUTHS HELD IN YOUTH HOUSE JUVENILE DETENTION CENTER IN PRIMARY VOCATIONAL TASKS, PROVIDE REMEDIAL EDUCATION, AND EXPOSE THEM TO AN INNOVATIVE TECHNIQUE FOR UPGRADING THEIR CULTURAL DEFICIENCIES. THE LIFE SKILLS EDUCATION CONCEPT PROVIDED THE YOUTH WITH (A) BACKGROUND INFORMATION ON A PARTICULAR WORK AREA; (B) ORIENTATION SESSIONS TO STIMULATE INTEREST AND QUESTIONS ABOUT A PARTICULAR JOB; (C) A FIELD TRIP TO THE WORK AREA WITH A BEHIND-THE-SCENES LOOK AT BOTH THE WORKING PROCESS AND THE WORKERS INVOLVED; AND (D) CONSTRUCTION OF A SIMULATED WORK ENVIRONMENT, WITH A REINFORCEMENT OF THE WORK ORIENTATION VALUES BY ROLE PLAYING THE ACTIVITIES OF THOSE JUST OBSERVED. (MS)
ERIC: ED081991 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 499, MF $1.45, HC $3.00)

3910 PROJECT HEART NOV 71
AMADOR, RICHARD S.;MCCUNE, JALAYNE
COMMUNITY AND HUMAN RESOURCES AGENCY, LOS ANGELES, CALIF.
GRANT NO. SRS-15-55284
NOTES: FINAL REPT. 1969-71 96P
HOSPITALS, EMPLOYMENT, MEXICAN AMERICANS, MANPOWER UTILIZATION, HEART PROJECT, HOSPITAL EMPLOYMENT AND RELATED TRAINING, DROPOUTS, PARAMEDICAL PERSONNEL, DISADVANTAGED GROUPS, SRS
A PILOT PROJECT (1969-1971) DEMONSTRATED THAT IT IS FEASIBLE TO TRAIN UNDEREMPLOYED MEXICAN-AMERICANS IN POVERTY AREAS FOR THE PARAMEDICAL JOBS IN HOSPITALS IN THOSE AREAS IF ENGLISH LANGUAGE INSTRUCTION AND PREJOB TRAINING IS PROVIDED. THE PROJECT ALSO SHOWED THAT PRESENT METHODS OF COLLECTING DATA ON THE MANPOWER NEEDS OF THESE PROFESSIONS IS INADEQUATE FOR THE DESIGN OF SUCH PROGRAMS AND THAT THE LOW PAY CUSTOMARY IN THESE JOBS LIMITS THE AVAILABLE LABOR POOL TO PEOPLE WITHOUT DEPENDENTS. THE IMPORTANCE OF PUBLIC TRANSPORTATION TO DISADVANTAGED WORKERS WAS DEMONSTRATED TO BE A PRIMARY PREREQUISITE TO EMPLOYING POOR PEOPLE IN SUCH PROGRAMS. (AUTHOR MODIFIED ABSTRACT)
NTIS: PB-216 952/1 NTIS PRICES PC$3.00/MF$0.95

3911 PROJECT INDEPENDENCE BLUEPRINT. TASK FORCE REPORT. LABOR REPORT NOV 74
FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C. PROJECT INDEPENDENCE.
NOTES: FINAL REPT. 136P
ENERGY MANAGEMENT, MANPOWER, PROJECT INDEPENDENCE, NTISEXFEA
THE REPORT ANALYZES THE FUTURE SUPPLY OF LABOR WITH SPECIFIC OCCUPATIONAL SKILLS AND COMPARES THE AVAILABILITY TO LABOR REQUIREMENTS FOR INCREASED ENERGY PRODUCTION. THE RESULTS OF THE STUDY WERE USED, ALONG WITH OTHER ANALYSES, TO DEVELOP THE PROJECT INDEPENDENCE BLUEPRINT. THE REPORT CONTAINS FOUR MAJOR SECTIONS AN INTRODUCTION; LABOR IN THE ENERGY SECTOR 1960-73; LABOR REQUIREMENTS FOR PROJECT INDEPENDENCE; AND LABOR POLICY ALTERNATIVES.
NTIS: PB-249 502/7ST NTIS PRICES PC$7.50/MF$2.25

3912 PROJECT MANPOWER--THE MACOMB COUNTY FARM LABOR PROJECT. SPECIAL PAPER NO. 3. DEC67
CAIN, JOHN N.
MICHIGAN STATE UNIV., EAST LANSING. RURAL MANPOWER CENTER.
NOTES: 24P.
AGRICULTURAL LABORERS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FARM LABOR, HIGH SCHOOL STUDENTS, OCCUPATIONAL SURVEYS, PILOT PROJECTS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, SEASONAL LABOR, SUBURBAN YOUTH, YOUTH EMPLOYMENT, MACOMB COUNTY, MICHIGAN
THE END OF THE IMPORTATION OF FOREIGN LABOR IN 1964 AND SEVERAL UNSUCCESSFUL EFFORTS TO DEVELOP A DOMESTIC LABOR SUPPLY IN MICHIGAN PROMPTED A PILOT PROJECT IN 1966, SPONSORED BY THE RURAL MANPOWER CENTER, THE COUNTY COOPERATIVE EXTENSION SERVICE, AND THE COUNTY LABOR COUNCIL, IN WHICH SUBURBAN YOUTH WERE RECRUITED FOR SEASONAL FARM LABOR. SCHOOLS SUPPLIED ROSTERS OF POTENTIAL EMPLOYEES. THE STATE RURAL MANPOWER ADVISORY COUNCIL DETERMINED THE AREAS OF AGRICULTURE AND AGRIBUSINESS ENTERPRISES TO BE SURVEYED AND DETERMINED EMPLOYMENT POLIC, AND THE EXTENSION SERVICE MAILED THE FARM PROFILE AND INVENTORY FORMS DEVELOPED TO DETERMINE EMPLOYMENT NEEDS. OF 250 APPLICANTS, 175 WERE INTERVIEWED AND CLASSIFIED WITH AN OCCUPATIONAL CODE ACCORDING TO STATURE, PERSONAL QUALITIES, DEGREE OF MATURITY, AND HYGIENIC CONDITION, AND 100 WERE PLACED. EMPLOYMENT RECORDS WERE KEPT UP TO DATE ON BOTH EMPLOYEE AND EMPLOYER CARDS AND ON A COUNTY SITUATION MAP. RETURNS FROM EMPLOYER AND EMPLOYEE EVALUATION QUESTIONNAIRES AND COMMENTS INDICATED THAT A MAJORITY WERE SATISFIED WITH THE PROJECT. EMPLOYER ACCEPTANCE OF EMPLOYEES WAS GOOD, BUT MORE AND BETTER SUPERVISION AND TRAINING OF EMPLOYEES WERE NEEDED, AND TRANSPORTATION AND AVAILABILITY OF DRINKING WATER WERE MAJOR PROBLEMS. THE COUNTY SUPERVISORS DECIDED TO CONTINUE THE PROGRAM AS A FUNCTION OF THE AGRICULTURAL EXTENSION OFFICE. SAMPLES OF FORMS USED, A LIST OF ENTERPRISES INVOLVED, AND NEWS RELEASES ARE INCLUDED. (JM)
ERIC: ED019497

3913 PROJECT MINI-SCORE FINAL REPORT. SEP 72
NELSON, HOWARD F.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 74P.
DATA ANALYSIS, DATA BASES, INDIVIDUAL DIFFERENCES, POST SECONDARY EDUCATION, PREDICTIVE VALIDITY, STANDARDIZED TESTS, STATE PROGRAMS, STUDENT CHARACTERISTICS, TABLES (DATA), TESTING PROGRAMS, TESTS OF SIGNIFICANCE, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL INTERESTS, MINNESOTA, PROJECT MINI SCORE
AS AN OVERVIEW OF A 6-YEAR FEDERALLY FUNDED STATE PROGRAM, PROJECT MINI-SCORES FINAL REPORT IS INTENDED TO PROVIDE GUIDANCE PERSONNEL IN MINNESOTA WITH OCCUPATIONAL DATA USEFUL FOR COUNSELING HIGH SCHOOL STUDENTS. OVER 17,500 APPLICANTS TO THE FULL-TIME DAY PROGRAMS OFFERED IN 24 MINNESOTA AREA VOCATIONAL-TECHNICAL SCHOOLS WERE TESTED WITH A BATTERY OF FIVE STANDARDIZED VOCATIONAL, PERSONALITY, AND APTITUDE TESTS AND A PERSONAL DATA SHEET IN ORDER TO DETERMINE SIGNIFICANT INDIVIDUAL DIFFERENCES AMONG THOSE WHO ARE ACCEPTED INTO THESE SCHOOLS, BEGIN RELATED EMPLOYMENT, AND ACHIEVE SUCCESSFUL VOCATIONAL ADJUSTMENT, AND THOSE WHO DO NOT. FROM THESE DATA BASES, THREE INSTRUMENTS PROVED MOST USEFUL FOR PREDICTING SUCCESS FOR VOCATIONAL STUDENTS (1) THE MINNESOTA VOCATIONAL INTEREST INVENTORY, (2) THE SIXTEEN PERSONALITY FACTOR QUESTIONNAIRE, AND (3) THE MINNESOTA IMPORTANCE QUESTIONNAIRE. OTHER SUCCESS CRITERIA WERE INCONSISTENT, ALTHOUGH THE EXISTENCE OF SIGNIFICANT DIFFERENCES AMONG MALE AND FEMALE GROUPS AND THOSE SUCCESSFUL IN DIFFERENT OCCUPATIONS WAS DOCUMENTED FROM PRE-ENROLLMENT TEST DATA. NUMEROUS TABLES PRESENT THE DATA. SUPPLEMENTING THIS DOCUMENT ARE FIVE COMPREHENSIVE EXPLANATIONS OF ALL STATISTICAL ANALYSES, PREVIOUSLY ANNOUNCED AS ED 064 521-ED 064 525 AND TITLED PROJECT MINI-SCORE FINAL TECHNICAL REPORTS. (AG)
AIM/ARM: VT016783 UNIVERSITY OF MINNESOTA, COLLEGE OF EDUCATION, DEPARTMENT OF INDUSTRIAL ED., MINNEAPOLIS, MINNESOTA 55455

3914 PROJECT REACH (CAREER GUIDANCE AND COUNSELING UTILIZING RETIRED RESOURCE PERSONS). 76
NAJARIAN, MICHAEL
MASSACHUSETTS STATE BOARD OF REGIONAL COMMUNITY COLLEGES, BOSTON. MASSACHUSETTS STATE DEPT. OF EDUCATION, BOSTON. DIV. OF OCCUPATIONAL EDUCATION.
NOTES: 22P.
CAREER EDUCATION, COLLEGE SCHOOL COOPERATION, COMMUNITY COLLEGES, COOPERATIVE PLANNING, COUNSELING PROGRAMS, COUNSELOR SELECTION, COUNSELOR TRAINING, GUIDANCE PERSONNEL, GUIDANCE SERVICES, HIGH SCHOOLS, HUMAN RESOURCES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OLDER ADULTS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, RETIREMENT, SCHOOL COMMUNITY COOPERATION, SENIOR CITIZENS, VOCATIONAL COUNSELING, MASSACHUSETTS, PROJECT REACH
PROJECT REACH IS BASED ON THE ASSUMPTION THAT YOUTH, ADULTS, AND OTHER TARGET POPULATIONS WILL BE ASSISTED TO A SIGNIFICANT DEGREE IN KNOWING MORE ABOUT OCCUPATIONS AND IN MAKING OCCUPATIONAL CHOICES MORE EFFECTIVELY THROUGH THE PLANNED INTERACTION WITH TRAINED RETIRED RESOURCE COUNSELORS. THE PROJECT WILL ADDRESS THREE MAJOR PROBLEM AREAS THE NEED FOR WORK-ORIENTED COUNSELORS, REALISTIC AND CURRENT OCCUPATIONAL INFORMATION, AND THE NEED FOR A MORE MEANINGFUL STUDENT-COUNSELOR RATIO THROUGH WHICH THE STUDENT CAN BE PROVIDED WITH THE OPPORTUNITY TO OBTAIN DATA TO MAKE MEANINGFUL OCCUPATIONAL CHOICES. THE BOARD OF REGIONAL COMMUNITY COLLEGES (MASSACHUSETTS) PROPOSES TO IMPLEMENT THE CONCEPTS AND METHODOLOGY DEVELOPED THROUGH PROJECT REACH IN A MINIMUM OF THREE COMMUNITY COLLEGES. AT EACH OF THE COLLEGES SELECTED, THE PROJECT WILL FUNCTION IN OR IN CLOSE RELATIONSHIP WITH THE EXISTING GUIDANCE AND COUNSELING OFFICES. INITIAL AND OPERATIONAL PHASES OF THE PROJECT ARE DESCRIBED, AND A WORK PLAN SCHEDULE AND TARGET DATES ARE

(CONT.)
3914 OUTLINED FOR A 12-MONTH PERIOD. PROJECT EVALUATION, AND RESULTS AND BENEFITS EXPECTED ARE ALSO DESCRIBED. A LISTING OF PROJECT DIRECTOR, KEY PROJECT STAFF, AND ADVISORY COMMITTEE MEMBERS IS INCLUDED. (TA)
ERIC: ED132252

3915 PROJECT SKILL DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS. INTERIM REPORT. APR 76
WISCONSIN STATE DEPT. OF ADMINISTRATION, MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-MP-21-55-74-30
NOTES: 59P.; PREPARED BY BUREAU OF HUMAN RESOURCE SERVICES
CASE STUDIES, COST EFFECTIVENESS, DEMONSTRATION PROJECTS, GOVERNMENT EMPLOYEES, HANDICAPPED, JOB PLACEMENT, MODELS, PERSONNEL SELECTION, STATE PROGRAMS, TRAINING, PROJECT SKILL, WISCONSIN
THE INTERIM REPORT OF PROJECT SKILL, A WISCONSIN DEMONSTRATION PROJECT WHICH PROVIDES JOB PLACEMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS, COVERS SECOND YEAR ACTIVITIES OF THE PROJECT. SECOND YEAR DEVELOPMENTS INCLUDED DEFINITION OF INTAKE AND SCREENING AS A STAFF SPECIALITY; UTILIZING OF SPECIAL PERSONNEL STRATEGIES TO DECREASE TIME IN FILLING POSITIONS; CREATION OF NEW CIVIL SERVICE CLASSFICATIONS; DEVELOPMENT OF SELECTION STRATEGIES; EXPANSION TO INCLUDE NEW DEPARTMENTS, GEOGRAPHICAL AREAS, AND JOB CLASSIFICATIONS; FILLING OF POSITIONS WITHOUT SUBSIDY; AND THE ADDITIONAL SERVICE OF CO-WORKER ORIENTATION. THE SEVEN SECTIONS OF THE REPORT COVER (1) ANALYSIS OF COMPONENTS (JOB DEVELOPMENT, SCREENING AND PLACEMENT, TRAINING, SUPPORTIVE SERVICES/VOLUNTEERS/FOLLOWUP, AND STAFF RESPONSIBILITIES); (2) TRAINEES AND AD HOC PLACEMENTS (CASE HISTORY EXAMPLES INCLUDED); (3) RESOURCES; (4) COST BENEFIT ANALYSIS; (5) PROBLEMS AND LESSONS; (6) EXTENSION TO CITIES AND COUNTIES; AND (7) MODEL DISSEMINATION. DUE TO THE INTENSITY AND VOLUME OF INTEREST IN PROJECT SKILL, A GRANT WAS WRITTEN AND APPROVED TO PROVIDE A CONFERENCE FOR KEY ADMINISTRATORS IN REGION V (ILLINOIS, INDIANA, MICHIGAN, MINNESOTA, AND OHIO). COPIES OF FORMS, CORRESPONDENCE, COST BENEFIT REVISION, AND A PROPOSAL ARE APPENDED. (AUTHOR/EA)
ERIC: ED122100

3916 PROJECT SKILL STRATEGIES AND TECHNIQUES. A MANUAL DEFINING THE COMPONENTS OF A DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS. JUN 76
WISCONSIN STATE DEPT. OF ADMINISTRATION, MADISON. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-55-74-30
NOTES: 79P.; FOR A RELATED DOCUMENT SEE ED 122 100 ; BEST COPY AVAILABLE; MANUAL PREPARED BY THE BUREAU OF HUMAN RESOURCE SERVICES, WISCONSIN STATE DEPARTMENT OF ADMINISTRATION
DEMONSTRATION PROJECTS, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, HANDICAPPED, INTERAGENCY COOPERATION, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM GUIDES, PROGRAM PLANNING, STATE GOVERNMENT, PROJECT SKILL, WISCONSIN
THIS MANUAL DESCRIBES THE METHODS AND PROCEDURES WHICH PROJECT SKILL HAS DEVELOPED SINCE ITS BEGINNING IN 1974 AND PROVIDES A SOURCEBOOK OF IDEAS FOR THOSE WHO MIGHT BE INTERESTED IN ADAPTING A PROGRAM DESIGNED TO EXPAND THE EMPLOYMENT OPPORTUNITIES OF THE HANDICAPPED IN THE CIVIL SERVICE SYSTEM. THE FIRST OF THE FIVE SECTIONS IN THE DOCUMENT PRESENTS THE HISTORY, STRUCTURE, AND RESULTS OF PROJECT SKILL. THE SECOND SECTION DISCUSSES THREE FACETS OF JOB DEVELOPMENT GAINING SUPPORT; SELECTING TOOLS, TECHNIQUES, AND SELLING POINTS; AND CEMENTING THE COMMITMENT. THE THIRD SECTION EXPLAINS THE ELEMENTS OF THE RECRUITMENT AND INTAKE PROCESS RECRUITING, PRE-SCREENING, CIVIL SERVICE EXAMINATION, AND FINAL SELECTION. THE FOURTH SECTION PRESENTS THE PURPOSES OF THE TRAINING PROGRAM AND THEN DESCRIBES THE ORIENTATION, TRAINING ACTIVITIES, PROGRAM, PLANS, REPORTS, AND JOB PLACEMENT FOLLOW-THROUGH. THE FIFTH SECTION CONCLUDES THE FIRST HALF OF THE DOCUMENT WITH A DISCUSSION OF THE FINAL RESULTS AND IMPLICATIONS OF THE PROJECT. THE LAST HALF OF THE DOCUMENT CONTAINS THE APPENDIXES WHICH INCLUDE RECORDS OF THE PROJECT CORRESPONDENCE, RELATED FORMS AND MATERIALS, SCHEDULES, AND CHECKLISTS USED IN THE TRAINING PROGRAM. (BM)
ERIC: ED142949

3917 PROJECT SPRUCE, SPECIAL PROGRAM OF REHABILITATION FOR UNEMPLOYMENT COMPENSATION EXHAUSTEES. VOL. 2. SUPPLEMENT TO FINAL REPORT. MAY 73
DORKIN, MURRAY;SOLOMON, HERMAN S.
NEW YORK STATE DEPT. OF LABOR, ALBANY. RESEARCH AND STATISTICS OFFICE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 135P.; FOR FINAL REPORT SEE CE 000 088
EMPLOYMENT COUNSELORS, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER UTILIZATION, REHABILITATION PROGRAMS, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, WORKMANS COMPENSATION, PROJECT SPRUCE
THE SUPPLEMENT TO THE FINAL REPORT OF PROJECT SPRUCE (A PROGRAM TO INCREASE THE EMPLOYABILITY OF INSURED WORKERS WHO EXPERIENCE LONG-TERM UNEMPLOYMENT AND SEEM LIKELY TO EXHAUST THEIR BENEFIT RIGHTS) SUMMARIZES IN DETAIL THE PROBLEMS ENCOUNTERED IN THE ADMINISTERING OF THE PROJECT, THE OPERATIONAL PROCEDURES FOLLOWED, AND THE TRAINING PROGRAM PROVIDED DURING THE TWO-YEAR OPERATION OF THE PROGRAM. PART I, HANDBOOK ON ADMINISTRATIVE PROBLEMS, COVERS THE ROLE OF THE ADVISORY COMMITTEE, STAFFING, ENROLLMENT OF TEST AND CONTROL GROUP CLAIMANTS, AND SERVICES (COUNSELING, JOB SEARCH PLAN OUTLINE

(CONT.)

3917 AND JOB DEVELOPMENT, JOB REFERRAL, AND TRAINING TEST-GROUP CLAIMANTS). PART II, PROCEDURES MANUAL, INCLUDES THE SELECTION OF CLAIMANTS, ALLOWANCES, CLAIMS ISSUES, JOB SEARCH PLANS, AND STAFF DUTY STATEMENTS. PART III, TRAINING MANUAL, INCLUDES THE USE OF FORMS AND CODES, INTERVIEWS, AND EMPLOYMENT COUNSELING. (EA)
ERIC: ED083478 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151

3918 PROJECT SPRUCE, SPECIAL PROGRAM OF REHABILITATION FOR UNEMPLOYMENT COMPENSATION EXHAUSTEES. VOLUME 1. FINAL REPORT. MAY 73
DORKIN, MURRAY;SOLOMON, HERMAN S.
NEW YORK STATE DEPT. OF LABOR, ALBANY. RESEARCH AND STATISTICS OFFICE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 69P.
EMPLOYMENT COUNSELORS, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER UTILIZATION, REHABILITATION PROGRAMS, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, WORKMANS COMPENSATION, PROJECT SPRUCE
PROJECT SPRUCE SOUGHT TO INCREASE EMPLOYABILITY OF INSURACE CLAIMANTS WHO SEEMED LIKELY TO EXHAUST THEIR BENEFIT RIGHTS WITHOUT DEFINITE PROSPECTS OF FINDING WORK. THESE PERSONS WERE SEEN TO BE IN NEED OF SPECIAL SERVICES BECAUSE OF SOME REMEDIABLE INADEQUACY OR PROBLEM BUT INELIGIBLE FOR THE VARIOUS PROGRAMS INTENDED PRIMARILY FOR THE HARDCORE DISADVANTAGED. COUNSELING, TESTING, JOB REFERRAL, SEARCH PLAN ASSISTANCE, AND TRAINING WERE AMONG THE EXTRA SERVICES USED. A TEST GROUP OF 482 CLAIMANTS IN THEIR 13TH TO 19TH WEEK OF BENEFIT STATUS WAS COMPARED WITH A SIMILAR CONTROL GROUP OF 542 BETWEEN APRIL AND DECEMBER 1970 IN BUFFALO, NEW YORK. THERE IS INDICATION OF A CLEAR AND ENDURING EFFECT ON POST-SPRUCE EMPLOYMENT STATUS. AT THE END OF A SIX MONTH FOLLOWUP INTERVAL 55 0/0 OF THE EXPERIMENTAL GROUP WERE EMPLOYED, COMPARED WITH 46 0/0 OF THE CONTROL GROUP. IT CANNOT BE SHOWN WITH CERTAINTY, HOWEVER, THAT SPRUCE REDUCED THE DURATION OF BENEFITS. (MS)
ERIC: ED080874 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

3919 A PROJECT TO DETERMINE THE EMPLOYABILITY OF EPILEPTICS. FINAL REPORT. MAY 71
EPI-HAB PHOENIX, INC., ARIZ. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION GRANTS.
NOTES: 29P.
ADULT VOCATIONAL EDUCATION, DEMONSTRATION PROJECTS, EPILEPSY, JOB TRAINING, MANPOWER UTILIZATION, PHYSICALLY HANDICAPPED, PROGRAM DESCRIPTIONS, SHELTERED WORKSHOPS, SKILLED WORKERS, VOCATIONAL REHABILITATION, EMPLOYABILITY
A DEMONSTRATION PROJECT (1958-1961) WAS CONDUCTED TO ESTABLISH THAT A SELF-SUSTAINING WORKSHOP FOR EPILEPTICS CAN MAINTAIN ITSELF COMPETITIVELY AND BE A VIABLE REHABILITATIVE SETTING FOR THE EPILEPTIC MIDWAY BETWEEN ONE EMPLOYABLE IN PRIVATE INDUSTRY AND ONE EMPLOYABLE ONLY IN A SHELTERED WORKSHOP. AN EPI-HAB PROJECT IN PHOENIX, ARIZONA, SUCCESSFULLY EMPLOYED 140 EPILEPTICS. SIGNIFICANT FINDINGS WERE HIGH EQUALITY EPILEPTIC WORKMANSHIP CAN BE ACHIEVED THROUGH PROPER TRAINING; PROPER TRAINING ACTUALLY IMPROVES SELF-CONFIDENCE AND REDUCES SEIZURES; ENTRANCE INTO PRIVATE INDUSTRY IS MOST ASSURED WHEN INITIATED BY EPILEPTIC. ABUNDANT FINANCIAL TABLES AND TIME LOST DATA SUBSTANTIATE THE PROJECTS CONCLUSIONS. (AUTHOR)
ERIC: ED076855 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-214 225, MF $1.45, HC $3.00)

3920 PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN). FIRST INTERIM REPORT. 11 JUN 72
NATHAN (ROBERT R.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 90P.
EMPLOYMENT, HEALTH PERSONNEL, HOSPITALS, MANPOWER UTILIZATION, MEDICAL ASSISTANTS, MILITARY PERSONNEL, PLACEMENT, RECRUITMENT, VETERANS, VEHTS, VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN) IS DEMONSTRATING HOW CIVILIAN HOSPITALS CAN EMPLOY AND USE MORE EFFECTIVELY THE THOUSANDS OF MEDICALLY-TRAINED SERVICEMEN WHO ARE RELEASED EACH YEAR BY THE ARMED FORCES. A SYSTEM OF RECRUITMENT AND PLACEMENT OF VETERANS AT COOK COUNTY HOSPITAL, CHICAGO, WAS DESIGNED AND IMPLEMENTED. A LITERATURE AND PROGRAM SEARCH WAS CONDUCTED; AN ANNOTATED BIBLIOGRAPHY IS PRESENTED AS AN APPENDIX TO THE REPORT. PROJECT VEHTS HAS IDENTIFIED TWO MAJOR PROBLEMS THAT CIVILIAN HOSPITALS HAVE IN RECRUITING AND PLACING VETERANS. THE FIRST ARISES OUT OF THE CHARACTERISTICS OF MILITARY MEN, PARTICULARLY THEIR NONTRADITIONAL AND NONACCREDITED TRAINING AND EXPERIENCE, AND THEIR GEOGRAPHIC DISPERSION. THE SECOND DEVELOPS OUT OF ORGANIZATIONAL AND MANAGEMENT CHARACTERISTICS OF CIVILIAN HOSPITALS, ESPECIALLY FROM THEIR PERSONNEL SYSTEMS WHICH RESULT IN DIFFUSED HIRING AUTHORITY AND INEFFICIENT USE OF VETERAN MANPOWER. (AUTHOR)
ERIC: ED072238 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 212 626; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

3921 PROJECT VISION (VOCATIONAL INFORMATION SYSTEM INVOLVING OCCUPATIONAL NEEDS). AN EXPERIMENT WITH OCCUPATIONAL NEEDS PROJECTION TECHNIQUES. JUN 70
WISCONSIN STATE EMPLOYMENT SERVICE, MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 471P.
COMPARATIVE ANALYSIS, COST EFFECTIVENESS, CURRICULUM PLANNING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EVALUATION, INFORMATION NEEDS, LABOR MARKET, OCCUPATIONAL

(CONT.)

3921 INFORMATION, OCCUPATIONAL SURVEYS, VOCATIONAL EDUCATION, PROJECT VISION

IN THIS PROJECT, FIVE ALTERNATIVE METHODS OF FORECASTING LABOR SUPPLY AND DEMAND IN AN URBAN LABOR MARKET WERE COMPARED IN ORDER TO DETERMINE THE OPTIMAL METHOD FOR SUPPLYING LABOR MARKET INFORMATION TO PUBLIC VOCATIONAL EDUCATION SYSTEMS. THE MILWAUKEE, WISCONSIN SMSA WAS CHOSEN AS THE SITE OF THE PROJECT. THE PROJECT DETERMINED THE EXTENT TO WHICH INFORMATION PROVIDED BY STATE EMPLOYMENT SERVICES MEETS THE GOALS OF THE VOCATIONAL EDUCATION ACT OF 1963. THE STUDY FOUND THAT CURRICULUM PLANNING CAN BE SERVED BEST BY CURRENT EMPLOYMENT ESTIMATES AND SHORT-RUN PROJECTIONS FOR SPECIFIC OCCUPATIONS. ALTHOUGH NONE OF THE FIVE METHODS WAS FOUND TO BE FULLY SATISFACTORY, THE REPORT RECOMMENDS THE USE OF A MODIFIED AREA SKILL SURVEY TECHNIQUE, POSSIBLY COMBINED WITH CERTAIN ASPECTS OF OTHER TECHNIQUES FOR PARTICULAR SITUATIONS. THE APPENDIXES CONSTITUTE A MAJOR PART OF THE REPORT, INCORPORATING SUBSTANTIAL BACK-UP MATERIAL FOR THE FIVE METHODS APPRAISED. (BH)

ERIC: ED045922

3922 PROJECT VOLUNTEER POWER VOLUNTEERS SERVING THE JOB NEEDS OF THE HANDICAPPED. FINAL REPORT. 72

PRESIDENTS COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 75P.

ARCHITECTURAL BARRIERS, EMPLOYMENT OPPORTUNITIES, HOMEBOUND, JOB PLACEMENT, JOB TENURE, JOB TRAINING, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, PILOT PROJECTS, REHABILITATION, SURVEYS, VOLUNTARY AGENCIES, VOLUNTEERS, JOB SEARCH

THE REPORT COVERS THE ACTIVITIES, RESULTS, AND LESSONS LEARNED IN A PROJECT TO TEST A NEW APPROACH IN DEVELOPING GREATER OPPORTUNITIES IN EMPLOYMENT OF THE PHYSICALLY HANDICAPPED, MENTALLY RETARDED, AND MENTALLY RESTORED BY HARNESSING THE RESOURCES OF LEADING VOLUNTEER WOMENS ORGANIZATIONS AT THE LOCAL LEVEL ON A PRACTICAL, PLANNED BASIS. PROJECT ACTIVITIES GEARED TOWARD GENERATING OPPORTUNITIES FOR HANDICAPPED MEN AND WOMEN WERE UNDERTAKEN IN THREE PILOT CITIES (BIRMINGHAM, ALA., MINNEAPOLIS, MINN., AND MALDEN, MASS.). THEIR SELECTION ALLOWED FOR DIVERSITY OF SIZE, A WIDE RANGE OF BUSINESS AND INDUSTRY, EFFECTIVE VOCATIONAL REHABILITATION AND EMPLOYMENT SERVICE OPERATIONS, AS WELL AS AN ACTIVE VOLUNTARY MOVEMENT THAT INCLUDED STRONG WOMENS ORGANIZATIONS. NOT ALL PROJECT ACTIVITIES WERE AS SUCCESSFUL AS ANTICIPATED, BUT MAJOR BENEFITS WERE GAINED IN TERMS OF EXPERIENCE AND LEARNINGS. RESULTS OF THE PROJECT IN THE AREAS OF HANDICAPPED SURVEYS, PROMOTING REMOVAL OF ARCHITECTURAL BARRIERS, JOB PLACEMENT, DEVELOPMENT OF JOB SEEKING SKILLS, JOB RETENTION, HOMEBOUND HANDICAPPED, REINSTATING REHABILITATION DROPOUTS, AND PUBLIC EDUCATION ARE DISCUSSED AT LENGTH. NUMEROUS LESSONS LEARNED IN MANY AREAS AS A RESULT OF EXPERIENCE GAINED DURING THE PROJECT ARE DESCRIBED, WITH REFERENCE TO THEIR IMPLICATIONS FOR FURTHER DEVELOPMENT, PARTICULARLY WHERE THE USE OF VOLUNTEERS WOULD BE ESPECIALLY VALUABLE. (AUTHOR/NH)

ERIC: ED102359

3923 PROJECTED DEMAND FOR AND SUPPLY OF PH.D. MANPOWER, 1972-85 1975

ABRAMSON, E.M.

(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.12, DEC 1975, P. 52-53.

EDUCATION, FORECASTING, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR MARKET, PRIVATE ENTERPRISE, PUBLIC ADMINISTRATION, PUBLIC AFFAIRS, RESOURCE ALLOCATION, STATISTICS, SUPPLY AND DEMAND

DEMAND FOR DOCTORATES WILL GROW NEARLY TWICE AS FAST AS FOR ALL WORKERS BUT MORE SLOWLY THAN FOR COLLEGE GRADUATES AS A WHOLE BETWEEN 1972 AND 1985. THE DEMAND AND SUPPLY SITUATION FOR HOLDERS OF DOCTORATES IS EXAMINED ON A DISCIPLINE BY DISCIPLINE BASIS. SOCIETY WILL HAVE TO DETERMINE THE COURSE OF FUTURE SUPPORT OF GRADUATE EDUCATION IN TERMS OF ITS ANTICIPATED NEEDS AND RESOURCES.

MGMT: UML75L0052-2

3924 PROJECTING LABOR REQUIREMENTS FOR TRANSPORTATION-RELATED CONSTRUCTION. FINAL REPORT. JUN 72

WASHINGTON TECHNICAL INST., WASHINGTON, D.C. CENTER FOR URBAN SERVICES. DEPARTMENT OF TRANSPORTATION, WASHINGTON, D.C.

NOTES: 114P.

AIRPORTS, CONSTRUCTION INDUSTRY, EDUCATIONAL NEEDS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, METROPOLITAN AREAS, MINORITY GROUPS, ROAD CONSTRUCTION, SEMISKILLED WORKERS, SKILLED WORKERS, TRANSPORTATION, DISTRICT OF COLUMBIA, MASS TRANSIT

THIS REPORT EXAMINES THE URBAN TRANSPORTATION PLANNING PROCESS AND ITS LABOR MARKET IMPACT, INCLUDING PROJECTIONS OF OPPORTUNITIES FOR MINORITY PARTICIPATION IN CONSTRUCTION, OPERATION, AND MAINTENANCE OF A TRANSPORTATION SYSTEM AND FORECASTS OF TRAINING NEEDED IN CRITICAL OCCUPATIONS. IT WAS FOUND THAT TRANSPORTATION-RELATED CONSTRUCTION MAY BE INDEPENDENT OF TRENDS IN OTHER TYPES OF CONSTRUCTION. DATA FOR LABOR USAGE FACTORS AND OCCUPATIONAL PATTERNS ARE DIFFICULT TO DETERMINE ON A METROPOLITAN AREA BASIS AND MAY BE MOST ADEQUATELY DEVELOPED FROM REPRESENTATIVE CONSTRUCTION PROJECT PAYROLLS. THE REPORT PRESENTS A REVIEW OF LITERATURE ON MANPOWER PROJECTIONS, DISCUSSES LABOR REQUIREMENTS IN TRANSPORTATION PLANNING FOR FEDERAL-AID HIGHWAY CONSTRUCTION AND FOR URBAN MASS TRANSIT CONSTRUCTION AND AIRPORT IMPROVEMENT IN THE WASHINGTON METROPOLITAN AREA, AND OUTLINES PLANS FOR DEVELOPING PROJECTION METHODS. APPENDED ARE DATA ON POPULATION PROJECTIONS, CONSTRUCTION EMPLOYMENT, AND OCCUPATIONAL CLASSIFICATION AND PATTERNS. (MF)

ERIC: ED079489 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

(CONT.)
3924 (PB 214 399)

3925 A PROJECTIVE OCCUPATIONAL ATTITUDES TEST W 71
OLSEN, LEROY C.;VENEMA, WILLIAM H.
EDUCATIONAL AND PSYCHOLOGICAL MEASUREMENT;31;4;907-17
CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, OCCUPATIONAL ASPIRATION, PROJECTIVE TESTS, SELF CONCEPT, TEST CONSTRUCTION, TEST VALIDITY, VOCATIONAL INTERESTS, WORK ATTITUDES, WORK ENVIRONMENT
THE PROJECTIVE OCCUPATIONAL ATTITUDES TEST SEEMS TO PROVIDE A METHOD OF STUDYING AND ANALYZING THE ATTITUDES AND PERCEPTIONS OF CULTURALLY DISADVANTAGED YOUTH TOWARDS WORK. (AG)
ERIC: EJ051344

3926 PROMISING PRACTICES FROM THE PROJECTS FOR THE CULTURALLY DEPRIVED. APR64
GREAT CITIES RESEARCH COUNCIL, CHICAGO, ILL.
NOTES: 93P.
COMPENSATORY EDUCATION, CULTURALLY DISADVANTAGED, DROPOUT PROGRAMS, EARLY ADMISSION, GUIDANCE PROGRAMS, INSERVICE PROGRAMS, JOB TRAINING, READING PROGRAMS, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL DISTRICTS, SCHOOL SERVICES, STUDENT PLACEMENT, SUMMER PROGRAMS, SURVEYS, TEACHER RECRUITMENT, TEAM TEACHING, URBAN SCHOOLS, YOUTH EMPLOYMENT, CHICAGO, GREAT CITIES PROGRAM
IN THE SURVEY TAKEN OF 14 URBAN SCHOOL DISTRICTS, SUCCESSFUL SPECIAL PROJECTS INCLUDED--INSERVICE EDUCATION AND RECRUITMENT, READING PROGRAMS, SUMMER PROGRAMS, COMMUNITY SCHOOL RELATIONSHIPS, GUIDANCE ACTIVITIES, EARLY ADMISSIONS PROGRAMS, TEAM-TEACHING PROGRAMS, SPECIAL PLACEMENT CLASSES AND JOB RETRAINING PROGRAMS. ALL PRACTICES ARE INTENDED TO SERVE AS COMPENSATORY EDUCATION FOR DISADVANTAGED YOUTH. EACH SCHOOL DISTRICT DESCRIBED BRIEFLY A FEW OF ITS SUCCESSFUL PROGRAMS. BALTIMORES EARLY ADMISSIONS SEEKS TO GIVE CHILDREN THE ABILITY TO COMPETE SUCCESSFULLY IN SCHOOL. ENRICHED READING IS PART OF THE BUFFALO ELEMENTARY SCHOOL PROGRAM FOR THE CULTURALLY DIFFERENT. FOURTEEN YEAR OLDS ARE SPECIALLY GROUPED IN NONGRADED CLASSES TO BUILD READING SKILLS IN PROGRAMS THAT PROVIDE COMPENSATORY EDUCATION IN THE LANGUAGE ARTS. SPECIAL TEXTBOOKS GIVING ATTENTION TO THE AMERICAN NEGRO, LIBRARY SERVICES IN THE ELEMENTARY SCHOOLS, AND SUMMER SCHOOL AND DEMONSTRATION SCHOOLS. HOUSTON HAS INITIATED A BACK-TO-SCHOOL DRIVE, WHILE LOS ANGELES IS PROVIDING TUTORIAL SERVICES AND A WORK-STUDY PROGRAM FOR POTENTIAL DROPOUTS. ORIENTATION IS PROVIDED IN MILWAUKEE FOR IMMIGRANT AND TRANSIENT CHILDREN. NEW YORKS DEMONSTRATION GUIDANCE PROJECT IS ATTEMPTING TO PREVENT DROPOUTS WITH PREEMPLOYMENT EDUCATION, NIGHT SCHOOL, CAREER GUIDANCE CLASSES AND THE SCHOOL-TO-EMPLOYMENT PROGRAMS. INSERVICE EDUCATION, SCHOOL-COMMUNITY COORDINATING TEAMS, AND LANGUAGE ARTS ARE GIVEN EMPHASIS IN PHILADELPHIA. PITTSBURGH USES TEAM-TEACHING FOR MORE ABLE STUDENTS. ST. LOUIS HAS FOUGHT THE DROPOUT PROBLEM BY USING TUTORING, COUNSELING AND WORK-STUDY PROGRAMS. SAN FRANCISCO HAS A YOUTH OPPORTUNITIES CENTER TO TRAIN YOUTH FOR JOBS AND TO HELP THEM FIND EMPLOYMENT.
ERIC: ED001633

3927 PROMOTING PROFESSIONAL GROWTH AND STAFF DEVELOPMENT. MODULE 7.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 79P.; RELATED DOCUMENTS VT 103 449 THROUGH VT 103 456 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM GUIDES, INSERVICE PROGRAMS, STAFF IMPROVEMENT, GRADUATE STUDY, LEARNING ACTIVITIES, PERFORMANCE BASED EDUCATION, CURRICULUM DEVELOPMENT
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION AND EXPERIENCES TO ENABLE THE CURRICULUM SPECIALIST TO ORGANIZE AND OPERATE A STAFF DEVELOPMENT PROGRAM TO IMPROVE VOCATIONAL EDUCATORS ABILITY TO DEVELOP AND USE CURRICULUM PLANS AND MATERIALS. THE MODULE IS DIVIDED INTO TWO PARTS. PART I INVOLVES THE ACQUISITION OF CONCEPTS AND BACKGROUND NECESSARY FOR PLANNING AND CONDUCTING A STAFF DEVELOPMENT PROGRAM THROUGH PARTICIPATION IN DISCUSSION AND OTHER SIMULATED ACTIVITIES, SUCH AS THE CASE SITUATION APPROACH AND CONFERENCES. OBJECTIVES INCLUDED IN PART I CONCENTRATE ON THE FOLLOWING AREAS OF STAFF DEVELOPMENT UNDERSTANDING THE TERMINOLOGY, COMPETENCIES FOR LEADERSHIP, COMMUNICATION, PLANNING PROCEDURES, AND EVALUATION. PART II CONCENTRATES ON IMPLEMENTING THE IDEAS GAINED FROM THE FIRST PART BY PARTICIPATION IN AN INTERNSHIP. THE MODULE MAKES EXTENSIVE USE OF THE CASE METHOD, WHICH IS A DISCUSSION OF A TYPICAL PROBLEM OR ISSUE ACTUALLY FACING THE CURRICULUM SPECIALIST TOGETHER WITH SURROUNDING FACTS, OPINIONS, AND PREJUDICES UPON WHICH THE SPECIALIST HAS TO DEPEND. THESE REALISTIC CASES ARE PRESENTED TO STUDENTS FOR ANALYSIS, OPEN DISCUSSION, AND FINAL DECISION. ORGANIZATION OF THE MODULE IS BY MAJOR PERFORMANCE OBJECTIVES FOLLOWED BY RELATED LEARNING ACTIVITIES. A PRETEST, POSTTEST, AND EXPLANATION OF THE CASE METHOD APPROACH COMPLETE THE MODULE. (AUTHOR/NJ)
AIM/ARM: VT103457

3928 PROMOTING THE PLACEMENT OF OLDER WORKERS. 67
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE). SOCIAL AFFAIRS DIV.
NOTES: 99P.
EDUCATIONAL DISADVANTAGEMENT, EMPLOYMENT SERVICES, FOLLOWUP STUDIES, NATIONAL PROGRAMS, OLDER ADULTS, PUBLICIZE, SKILL DEVELOPMENT, SPECIAL SERVICES, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, ORGANISATION FOR ECONOMIC

(CONT.)
3928 COOPERATION AND DEVELOPMENT
MANY OLDER JOB SEEKERS ARE VICTIMS OF PREJUDICE, WORKERS IN DECLINING INDUSTRIES OR AREAS, WORKERS WITH OUT-OF-DATE SKILLS, POORLY EDUCATED, OR HANDICAPPED BY ATTITUDINAL PROBLEMS. CAREFUL PUBLICITY HELPS MAKE JOBS AVAILABLE AND AIDS IN ADJUSTMENT FOR OLDER WORKERS. THE OLDER WORKER SHOULD BE OFFERED SPECIAL EMPLOYMENT SERVICES ONLY WHEN HE CANNOT FIND A JOB THROUGH NORMAL CHANNELS; SPECIAL COUNSELING SHOULD REMOTIVATE THE CLIENT, WHILE REBUILDING HIS SELF RESPECT; AND SPECIAL SERVICES SUCH AS TESTS AND VOCATIONAL REHABILITATION SHOULD SUPPLEMENT COUNSELING. FOLLOWUP OF THE CLIENTS VOCATIONAL PLAN SHOULD SEE IF IT WAS CARRIED OUT AND IF THE CLIENT AND EMPLOYER ARE SATISFIED WITH THE CLIENTS PROGRESS AND WORK. OLDER WORKERS CAN BE RETRAINED FOR NEW SKILLS ESPECIALLY IF SPEED OF TRAINING PROGRESSES AT AN APPROPRIATE LEVEL. EMPLOYMENT OFFICES SHOULD BE TOLD OF ANY DEVELOPMENTS AFFECTING OLDER WORKERS EMPLOYMENT AS SOON AS POSSIBLE; REGULAR VISITS TO EMPLOYERS BY AN EMPLOYMENT COUNSELOR ALSO HELP DEVELOP JOB OPPORTUNITIES. A NATIONAL EMPLOYMENT SERVICE SHOULD BECOME THE CHIEF SOURCE OF AID FOR BOTH WORKER AND EMPLOYER. (REFERENCES ARE INCLUDED.) (JF)
ERIC; ED023060 OECD PUBLICATIONS CENTER, SUITE 1305, 1750 PENNSYLVANIA AVE., N.W., WASHINGTON, D.C. 20006 ($2.30).

3929 PROPOSALS FOR THE PROMOTION OF WORKING RELATIONSHIPS BETWEEN THE SCHOOLS AND THE EMPLOYMENT SERVICE TO ATTAIN EFFECTIVE SERVICE TO YOUTH ENTERING THE LABOR MARKET. 72
NEW YORK STATE EDUCATION DEPT., ALBANY. DIV. OF PUPIL PERSONNEL SERVICES.; NEW YORK STATE DEPT. OF LABOR, ALBANY. MANPOWER SERVICES DIV.
CONTRACT NO. 16
NOTES; REVISED EDITION.
INTERAGENCY COORDINATION, JOB PLACEMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, OCCUPATIONAL GUIDANCE, SCHOOL COMMUNITY COOPERATION, NEW YORK STATE
THE QUALITY OF SCHOOL GUIDANCE SERVICE AND THE PLACEMENT FACILITIES IN THE COMMUNITY DETERMINE THE TYPE OF HELP YOUNG PEOPLE WILL HAVE IN DEVELOPING EDUCATIONAL AND VOCATIONAL PLANS, GETTING INTO APPROPRIATE SCHOOLS, AND FINDING EMPLOYMENT. THE NEW YORK STATE EMPLOYMENT SERVICE COMPLEMENTS THE WORK OF THE SCHOOLS AND THE EFFECTIVENESS OF THEIR JOINT EFFORTS DEPENDS ON A NUMBER OF FACTORS. AMONG THEM ARE THE FOLLOWING AREAS OF COOPERATION (1) COMMUNICATION, (2) PLACEMENT AND RELATED SERVICES, (3) OCCUPATIONAL INFORMATION, (4) COMMUNITY UNDERSTANDING AND ACCEPTANCE, AND (5) EVALUATION. (AUTHOR/MU)
AIM/ARM; VT100569

3930 A PROPOSED MODEL FOR AN INFORMATION STORAGE AND RETRIEVAL SYSTEM FOR REPORTING JOB PLACEMENT FOLLOW-THROUGH DATA OF PERSONS TRAINED IN INDUSTRIAL EDUCATION PROGRAMS IN CALIFORNIA PUBLIC SCHOOLS. TENTATIVE DRAFT. JUN 67
HARRIS, WAYNE M.
NOTES; 44P.
DATA COLLECTION, ELECTRONIC DATA PROCESSING, INDUSTRIAL EDUCATION, INFORMATION SYSTEMS, JOB PLACEMENT, MODELS, RECORDS (FORMS), SYSTEMS APPROACH, VOCATIONAL FOLLOWUP, CALIFORNIA, PROJECT JOB DATA
THE PURPOSES OF THIS STUDY WERE TO DEVELOP A MODEL FOR COMPARING VOCATIONAL JOB PLACEMENT WITH ENROLLMENT AND TO MAKE RECOMMENDATIONS FOR ITS APPLICATION ON A STATEWIDE BASIS. THE MODEL WAS ESTABLISHED THROUGH SEARCHING LITERATURE, CONSULTING WITH EDUCATORS AND ELECTRONIC DATA PROGRAMERS, AND OBSERVING EXISTING PROGRAMS. IT WAS ESSENTIALLY A DATA COLLECTION PROCEDURE AND A DATA PROCESSING PROGRAM FOR SUBSEQUENT HANDLING AND STORAGE OF THE DATA. IT USES FEEDBACK AND ERROR CONTROL FEATURES. THE PRESCORED CARD WAS SELECTED FOR THE QUESTIONNAIRE INSTRUMENT. RESPONSE POSITIONS, PUNCHED OUT BY HAND, ARE READ DIRECTLY BY VARIOUS ELECTRONIC DATA PROCESSING TECHNIQUES. THE REGISTRATION FORMS, VERIFICATION OF ENROLLMENT AND ADDRESSES, AND THE IN-CLASS FOLLOWUP FORMS ARE COMPLETED BY ALL INDUSTRIAL EDUCATION STUDENTS WHILE STILL IN SCHOOL. THE FOLLOWUP FORMS ARE LATER MAILED TO THE STUDENTS. STANDARDIZED FORMS WERE DEVELOPED FOR (1) STANDARDIZED REGISTRATION FOR JUNIOR COLLEGES, (2) VERIFICATION OF ENROLLMENT, (3) VERIFICATION OF ADDRESSES, (4) IN-CLASS FOLLOW-THROUGH, AND (5) OUT-OF-CLASS FOLLOW-THROUGH. THE SYSTEM, AS PLANNED, MAY STAND ALONE, OPERATE IN CONJUNCTION WITH OTHER ELECTRONIC DATA PROCESSING PROJECTS, OR BECOME A PART OF LARGER INFORMATION STORAGE AND RETRIEVAL SYSTEMS. IT IS VERSATILE AND WILL ACCEPT NEW TYPES OF DATA AND DATA GATHERING TECHNIQUES FOR OTHER EVALUATIONS AND ASSESSMENTS OF INDUSTRIAL EDUCATION. THE APPENDIX INCLUDES (1) SAMPLE REPORT FORMS, (2) MAILING PROCEDURES, (3) DEFINITIONS, AND (4) A BIBLIOGRAPHY. A FLOW CHART OF THE MODEL IS INCLUDED. (EM)
AIM/ARM; VT004348

3931 PROPOSED NEW ANTI-BIAS RULES SEEM TO PLEASE NOBODY 1977
BANKING, VOL.69, NO.1, JAN 1977, P. 21.
BANKS AND BANKING, BLACKS, DISCRIMINATION, EEO, GOVERNMENT AGENCY, GOVERNMENT CONTRACTS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, MINORITIES, WOMEN
THE OFFICE [illegible] FEDERAL CONTRACT COMPLIANCE PROGRAMS OF THE LABOR DEPARTMENT PROPOSES TO RELAX EQUAL EMPLOYMENT OPPORTUNITY GUIDELINES FOR SMALL CONTRACTORS. CIVIL RIGHTS GROUPS REACTED STRONGLY TO THIS, WHILE MANAGEMENT GROUPS SUCH AS THE AMERICAN BANKERS ASSOCIATION OPPOSE OTHER PROPOSED REVISIONS GIVING THE OF CCP ADDITIONAL REGULATORY POWERS.
MGMT; BAK77A0021-3

3932 A PROPOSED PLAN OF ENVIRONMENTAL EDUCATION FOR THE STATE OF OREGON. NOV 70

OREGON STATE BOARD OF EDUCATION, SALEM.

NOTES: 47P.

CURRICULUM DEVELOPMENT, EDUCATIONAL OBJECTIVES, EDUCATIONAL PROGRAMS, ENVIRONMENTAL EDUCATION, MASTER PLANS, PROGRAM DEVELOPMENT, STATE ACTION, STATE SCHOOL DISTRICT RELATIONSHIP, OREGON

A PROPOSED PLAN FOR ENVIRONMENTAL EDUCATION FOR THE STATE OF OREGON, AIMED AT COORDINATING EXISTING ENVIRONMENTAL EDUCATION PROGRAMS AND IMPLEMENTING NEW ONES, IS CONTAINED IN THIS DOCUMENT. FIVE AREAS OF PARTICULAR CONCERN ARE EMPHASIZED. THESE INCLUDE PROGRAM AND CURRICULUM DEVELOPMENT, TEACHER TRAINING, EDUCATIONAL FACILITIES, COMMUNITY EDUCATION, AND PUBLIC UNDERSTANDING AND SUPPORT. FOR EACH TOPIC, INFORMATION IS PROVIDED REGARDING GENERAL OBJECTIVES, NEEDS WITHIN SPECIFIC AREAS, WHAT AN ENVIRONMENTAL EDUCATION PROGRAM SHOULD DO, WHAT AN INDIVIDUAL OR GROUP SHOULD BE ABLE TO DO AS AN OUTCOME OF AN EFFECTIVE PROGRAM, AND RECOMMENDATIONS FOR A STATE PLAN OF ACTION. DEVELOPMENT OF THESE AREAS IS, IN PART, IN DIRECT SUPPORT OF THE OREGON BOARD OF EDUCATIONS PRIORITIES FOR INSTRUCTION AND MANAGEMENT. A LARGE APPENDIX COVERS EXISTING FEDERAL JOB CORPS CENTERS IN OREGON, AN INVENTORY OF EXISTING RESIDENT OUTDOOR EDUCATION SITES IN THE STATE WITH SPECIFIC INFORMATION FOR EACH, EXAMPLES OF MINI-ENVIRONMENTAL EDUCATION FACILITIES, THE PORTLAND PUBLIC SCHOOLS ENVIRONMENTAL STUDY AREA PLAN, CRITERIA FOR A MODEL RESIDENT OUTDOOR SCHOOL SITE, AND MINIMUM SITE REQUIREMENTS FOR A STATE ENVIRONMENTAL EDUCATION CENTER. NOT AVAILABLE DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT. (BL)

ERIC: ED046759 ERIC INFORMATION ANALYSIS CENTER FOR SCIENCE AND MATHEMATICS EDUCATION, 1460 WEST LANE AVE., COLUMBUS, OHIO 43221 (LOAN)

3933 A PROPOSED SYSTEM FOR REPORTING JOB PLACEMENT FOLLOW-THROUGH DATA. 68

CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. BUREAU OF INDUSTRIAL EDUCATION.

NOTES: 41P.

ELECTRONIC DATA PROCESSING, INDUSTRIAL EDUCATION, INFORMATION SYSTEMS, JOB PLACEMENT, JUNIOR COLLEGES, PROGRAM EVALUATION, PROGRAM PLANNING, RECORDS (FORMS), VOCATIONAL FOLLOWUP, CALIFORNIA

A MODEL WAS PREPARED FOR AN INFORMATION STORAGE AND RETRIEVAL SYSTEM FOR REPORTING JOB PLACEMENT FOLLOW-THROUGH DATA OF PERSONS TRAINED IN INDUSTRIAL EDUCATION PROGRAMS IN THE STATE PUBLIC SCHOOLS. RECOMMENDATIONS FOR APPLICATION OF THE MODEL ARE MADE ON A STATEWIDE BASIS TO SERVE THE INFORMATION NEEDS OF LOCAL, STATE, AND FEDERAL INDUSTRIAL EDUCATION AGENCIES. NEW FORMS ARE RECOMMENDED, USING STANDARDIZED CODES AND REPORTING PROCEDURES TO PROVIDE DATA OF JOB PLACEMENTS FOR REQUIRED REPORTS. THE PRESCORED CARD WAS SELECTED FOR THE QUESTIONNAIRE INSTRUMENT WITH RESPONSES READ DIRECTLY BY VARIOUS ELECTRONIC DATA PROCESSING TECHNIQUES. THE REGISTRATION FORMS AND THE IN-CLASS FOLLOW-THROUGH FORMS ARE COMPLETED BY ALL INDUSTRIAL STUDENTS WHILE IN SCHOOL. THE OUT-OF-CLASS FOLLOW-THROUGH FORM IS MAILED TO STUDENTS AFTER THEY LEAVE SCHOOL. SAMPLES OF THE FORMS ARE INCLUDED IN THIS REPORT. FROM THE DATA COLLECTED MANY TYPES OF DIRECTORIES COULD BE COMPILED, ESTIMATES COULD BE MADE OF WHEN THE STUDENTS IN ANY PARTICULAR TRAINING PROGRAM WOULD BE READY FOR EMPLOYMENT, THE STUDENTS MAJOR COULD BE IDENTIFIED, INDIVIDUAL DROPOUTS COULD BE IDENTIFIED EARLY, AND JOB PLACEMENTS COULD BE ACCOUNTED FOR, THEREBY EVALUATING CERTAIN INDUSTRIAL EDUCATION PROGRAMS AND CLASSES. THE SYSTEM MAY STAND ALONE, OPERATE IN CONJUNCTION WITH OTHER PROJECTS, OR BECOME A PART OF A LARGER INFORMATION STORAGE AND RETRIEVAL SYSTEM. (MM)

ERIC: ED022916

3934 PROPRIETARY PRODUCTS PROJECT EARNING POWER. EXPERIMENT IN DEVELOPING OUTLET IN COMPETITIVE MARKET FOR PRODUCTS OF SHELTERED WORKSHOP. JUN 70

PRESIDENTS COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 125P.

DESIGN, HANDICAPPED, HANDICAPPED STUDENTS, INDUSTRIAL ARTS, MARKETING, MERCHANDISE INFORMATION, PRODUCTION TECHNIQUES, REHABILITATION CENTERS, SHELTERED WORKSHOPS, TECHNICAL EDUCATION, PROJECT EARNING POWER

THE OBJECTIVE OF THE PROJECT WAS TO COMBINE THE TALENTS OF LEADING VOLUNTEERS FROM THE PRIVATE SECTOR (SPECIFICALLY THOSE IN DESIGN, MARKETING, AND PRODUCTION), IN ORDER TO DETERMINE IF PROPRIETARY PRODUCTS COULD BE DEVELOPED AND PRODUCED BY SHELTERED WORKSHOPS AND THEN MARKETED COMPETITIVELY. VOLUNTEER TASK FORCES WITH SMALL PERMANENT STAFFS WERE ESTABLISHED IN NEW YORK, CHICAGO, AND LOS ANGELES, AND WERE ASSIGNED TO VARIOUS SHELTERED WORKSHOPS IN THESE AREAS. TOGETHER WITH THE WORKSHOP PERSONNEL THEY DESIGNED PRODUCTS TO BE MADE, SET UP PRODUCTION SCHEDULES AND COORDINATED MARKETING PROCEDURES. IT WAS FOUND THAT PROPRIETARY PRODUCT IS NOT AT THIS TIME AN ADEQUATE VEHICLE TO MEET THE MOST PRESSING WORK-RELATED NEEDS OF SHELTERED WORKSHOPS FOR THE HANDICAPPED. (AUTHOR/MS)

ERIC: ED041982 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 393, MF $1.45, HC $3.00)

3935 THE PROSPECT OF EQUALITY OF INCOMES BETWEEN WHITE AND BLACK FAMILIES UNDER VARYING RATES OF UNEMPLOYMENT F 70

GUTHRIE, HAROLD W.

JOURNAL OF HUMAN RESOURCES:5:4:431-446

COMPARATIVE ANALYSIS, EQUAL OPPORTUNITIES (JOBS), FAMILY INCOME, LABOR ECONOMICS, LABOR MARKET, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION, UNEMPLOYMENT

CAUTIONS THAT ACCEPTANCE OF A HIGHER LEVEL OF UNEMPLOYMENT WILL SERIOUSLY DELAY, OR EVEN ELIMINATE, THE PROSPECT OF BLACK INCOMES REACHING EQUALITY WITH WHITE INCOME LEVELS.

(CONT.)
3935 (BM)
ERIC: EJ028933

3936 PROSPECTS FOR EMPLOYMENT: DISSENT FROM THE DISMAL CONSENSUS 1976
CULLITY, J.P.
UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.28, NO.2, MARCH 1976, P. 6-10.
BUSINESS CYCLE, CAPITAL INVESTMENTS, ECONOMIC RECOVERY, ECONOMICS, FISCAL POLICY, FORECASTING, INFLATION, INVENTORY, LABOR FORCE, MONEY SUPPLY, PRODUCTIVITY, RECESSION, UNEMPLOYMENT
THE PROSPECTS FOR SIGNIFICANTLY REDUCING THE UNEMPLOYMENT RATE DURING THE NEXT TWELVE TO EIGHTEEN MONTHS ARE MUCH BETTER THAN THOSE WHO HAVE JOINED THE CONSENSUS REALIZE. POLICIES ARE NEEDED WHICH WOULD STIMULATE INVESTMENT OUTLAYS, LOWERING UNEMPLOYMENT AND INCREASING PRODUCTIVITY. A VIGOROUS RECOVERY WILL LEAVE US WITH EXCESS POTENTIAL AND THE LIKELIHOOD OF ANOTHER ROUND OF INFLATION IS SMALL.
MGMT: UM976C0006

3937 PROSPER - TRAINING AND RESEARCH FOR INCREASING MANAGEMENT AWARENESS OF AFFIRMATIVE ACTION IN RACE RELATIONS 1976
BASS, B.M.; CASCIO, W.F.; MCPHERSON, J.W.; TRAGASH, H.J.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.3, SEPT 1976, P. 353-369. BIBLIOG. 14
AFFIRMATIVE ACTION, ATTITUDE CHANGE, BLACKS, DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT POLICY, MINORITIES, TRAINING AND DEVELOPMENT
A TRAINING AND DEVELOPMENT PROGRAM CALLED PROSPER, WHICH HAS BEEN USED EXTENSIVELY AT XEROX, IS DESCRIBED. THE PROGRAM AIMS AT INCREASING AWARENESS OF RACIAL ISSUES AND PROMOTING CHANGES IN UNDESIRABLE RACIAL ATTITUDES. THE EXTENT OF SHORT RANGE AND LONG RANGE CHANGE IN SPECIFIC ATTITUDES IS MEASURED.
MGMT: AMJ76I0353

3938 PROVIDING BASIC EDUCATION FOR MANPOWER PROGRAM CLIENTS R + D GUIDEPOSTS. CORRECTIONAL EDUCATORS MONOGRAPH SERIES, NUMBER 2. AUG 74
DAVIES, MARY F.;PHILLIPS, CHARLES
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 87P.
ADULT BASIC EDUCATION, CORRECTIONAL EDUCATION, DEMONSTRATION PROJECTS, DISADVANTAGED GROUPS, EDUCATIONAL NEEDS, EDUCATIONAL RESEARCH, FEDERAL LEGISLATION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, RESEARCH NEEDS, MANPOWER PROGRAMS
THE MONOGRAPH CAPSULIZES THE ACTIVITIES OF THE MANPOWER ADMINISTRATION 1963-1973 IN PROVIDING ADULT BASIC EDUCATION (ABE) TO MANPOWER PROGRAM CLIENTS IN RESEARCH AND DEMONSTRATION PROJECTS. SPANNING THE INITIAL EFFORTS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 TO THE PRESENT EFFORTS TO RELATED TO THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, THE REPORT SUMMARIZES FINDINGS, PROGRESS MADE, UNRESOLVED PROBLEMS, AND THE NEED FOR FURTHER RESEARCH. THE MONOGRAPH DOES NOT FOCUS ENTIRELY ON CORRECTIONAL PROGRAMS, BUT OFFERS A VARIETY OF EFFORTS AIMED AT DEVELOPING JOB AND MANPOWER CAPACITIES FOR DISADVANTAGED GROUPS. ONE SECTION INCLUDES FINDINGS ON INDIVIDUALIZED AND PROGRAMED INSTRUCTION, TESTING, MOTIVATION, BEHAVIORAL OBJECTIVES, LEARNING ENVIRONMENT, TEACHER TRAINING, TUTORS, COUNSELING AND SUPPORTIVE SERVICES, NEED FOR STANDARDIZED DATA, ENGLISH AS A SECOND LANGUAGE, AND PROJECTS OF SPECIAL SIGNIFICANCE. OTHER SECTIONS REPORT ON ADDITIONAL SUPPORT FOR ABE, OFFICE OF EDUCATION ABE RESEARCH, AND RESEARCH NEEDS AND ISSUES. ALSO INCLUDED ARE BIBLIOGRAPHIC REFERENCES AND FIVE APPENDIXES PERTAINING TO RESEARCH AND DEVELOPMENT PROJECTS AND STUDIES INVOLVING ABE, THE LEARNING RESOURCE CENTER, STAFF TRAINING PACKAGE FOR INDIVIDUALIZED MANPOWER TRAINING SYSTEM, EXCERPTS FROM SUMMARY OF BASIC EDUCATION IN MANPOWER TRAINING PROGRAMS, AND THE JOB CORPS PROGRAMED LEARNING SYSTEM. (EA)
ERIC: ED112060

3939 PROVIDING LIFE/CAREER PLANNING FOR WOMEN AND GIRLS. 76
BIRK, JANICE M.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.; NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 87P.; FOR COORDINATORS GUIDE, SEE CG 011 512 ; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF THE ORIGINAL DOCUMENT
CAREER PLANNING, EQUAL OPPORTUNITIES (JOBS), FEMALES, GUIDANCE COUNSELING, GUIDANCE PERSONNEL, GUIDES, INSERVICE EDUCATION, LEARNING MODULES, SEX ROLE, SEX STEREOTYPES, VOCATIONAL COUNSELING, WORKSHOPS
THIS MODULE IS DIRECTED TOWARD PERSONNEL INVOLVED IN WOMENS LIFE/CAREER PLANNING, INCLUDING TEACHERS, ADMINISTRATORS, COUNSELORS, AND PARAPROFESSIONALS. THE FOCUS OF THE MODULE IS ON TEACHING PARTICIPANTS TO FACILITATE FREE CHOICE OF CAREERS AND BEHAVIORS BASED ON A BROAD RANGE OF OPTIONS, BOTH TRADITIONAL AND NONTRADITIONAL. THE MODULE IS DESIGNED FOR APPROXIMATELY 10 1/2 HOURS OF WORKSHOP ACTIVITIES, INCLUDING SECTIONS ON SOCIETYS INFLUENCE ON SEX ROLE DEVELOPMENT, SEX BIAS IN RESOURCE MATERIALS, AND LEGAL ASSISTANCE FOR WOMENS RIGHTS. A VARIETY OF GAMES, ACTIVITIES AND INFORMATION IS INCLUDED. THE WORKSHOP IS INTENDED TO BE RUN BY A COORDINATOR, FOR WHOM A SEPARATE GUIDE HAS BEEN WRITTEN. (AUTHOR/BP)
ERIC: ED140206

3940 PROVIDING LIFE/CAREER PLANNING FOR WOMEN AND GIRLS. COORDINATORS GUIDE. DEC 76
BIRK, JANICE M.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.; NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 14P.; FOR PARTICIPANTS WORKBOOK, SEE CG 011 313 ; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF THE ORIGINAL DOCUMENT
CAREER PLANNING, COORDINATORS, EQUAL OPPORTUNITIES (JOBS), FEMALES, GUIDANCE COUNSELING, GUIDANCE PERSONNEL, INSERVICE EDUCATION, LEADERS GUIDES, LEARNING MODULES, SEX ROLE, SEX STEREOTYPES, VOCATIONAL COUNSELING, WORKSHOPS
THIS MODULE IS DIRECTED TOWARD PERSONNEL INVOLVED IN WOMENS LIFE/CAREER PLANNING, INCLUDING TEACHERS, ADMINISTRATORS, COUNSELORS AND PARAPROFESSIONALS. THE FOCUS OF THE MODULE IS ON TEACHING PARTICIPANTS TO FACILITATE FREE CHOICE OF CAREERS AND BEHAVIORS BASED ON A BROAD RANGE OF OPTIONS, BOTH TRADITIONAL AND NONTRADITIONAL. THE MODULE IS DESIGNED FOR APPROXIMATELY 10 1/2 HOURS OF WORKSHOP ACTIVITIES, TO BE RUN BY A COORDINATOR. THIS GUIDE DEFINES THE COORDINATORS ROLE IN THREE AREAS SETTING THE TONE, REGULATING THE PACE AND FACILITATING THE DISCUSSION. SPECIFIC SUGGESTIONS ON PREPARING FOR AND CONDUCTING THE WORKSHOP ARE GIVEN, AS WELL AS DIRECTIONS FOR CARRYING OUT THE VARIOUS ACTIVITIES PROVIDED IN THE MODULE. SECTIONS INCLUDE SOCIETYS INFLUENCE ON SEX ROLE DEVELOPMENT, SEX BIAS IN RESOURCE MATERIALS, AND LEGAL ASSISTANCE FOR WOMENS RIGHTS. (AUTHOR/BP)
ERIC: ED140205

3941 PROVING DISCRIMINATION UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT 75
ARON, TERRY H.
ARIZONA LAW REVIEW;17;2;495-521
EMPLOYMENT PROBLEMS, COURT LITIGATION, DISCRIMINATORY LEGISLATION, LEGAL RESPONSIBILITY, AGE, EMPLOYER EMPLOYEE RELATIONSHIP, CONSTITUTIONAL LAW, FEDERAL LEGISLATION, OLDER ADULTS, CIVIL RIGHTS, AGE DISCRIMINATION IN EMPLOYMENT ACT, AGE DISCRIMINATION, ADEA
THIS NOTE REVIEWS THE AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA), EMPHASIZING PROHIBITED EMPLOYMENT PRACTICES, LITIGATION PROCEDURES, AND REMEDIAL MEASURES FOR VIOLATIONS OF THE ACT. PROBLEMS TYPICALLY FACED IN ADEA LITIGATION ARE ALSO EXPLORED WITH FOCUS ON THE EMPLOYEES BURDEN OF PROOF. (LBH)
ERIC: EJ155291

3942 PRYO--ANOTHER SCHOOL IMPORT FROM SWEDEN DEC 75
BELDING, ROBERT E.
CLEARING HOUSE;49;4;163-66
EDUCATIONAL RESEARCH, PROGRAM DESCRIPTIONS, WORK EXPERIENCE PROGRAMS, STUDENT EXPERIENCE, CASE STUDIES (EDUCATION), STUDENT PARTICIPATION, EDUCATIONAL CHANGE, STUDENT INTERESTS
RESEARCH REPORTED HERE IS A CONSEQUENCE OF A NATIONAL INSTITUTE OF EDUCATION GRANT TO STUDY SWEDENS PRYO ON LOCATION. PRYO IS SWEDENS ACRONYM FOR ITS PRACTICAL WORK ORIENTATION, A COMPULSORY INVOLVEMENT FOR ALL 15 AND 16 YEAR OLDS PRESENTLY CONTAINED IN THE NINE-YEAR COMPREHENSIVE SCHOOL. (AUTHOR)
ERIC: EJ133929

3943 PSYCHIATRIC AID (MEDICAL SER.) 2-42.22--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PSYCHIATRIC AIDES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065633

3944 PSYCHIATRIC TECHNICIAN 2-42.22--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PSYCHIATRIC AIDES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PSYCHIATRIC TECHNICIAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF

(CONT.)
3944 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066489

3945 PSYCHO-SOCIAL CHARACTERISTICS OF SECONDARY SCHOOL VOCATIONAL TRAINEES RATED BY THEIR INSTRUCTORS AS HAVING POOR WORKER POTENTIAL. 66
JOHNSON, DONALD HENRY
WISCONSIN UNIV., MADISON.
NOTES: 133P.; PH.D. THESIS
ACADEMIC ACHIEVEMENT, DOCTORAL THESES, EDUCATIONAL INTEREST, EMPLOYMENT POTENTIAL, FEMALES, INTELLIGENCE, MALES, PSYCHOLOGICAL CHARACTERISTICS, RATING SCALES, RESEARCH, SECONDARY EDUCATION, SELF CONCEPT, SOCIAL CHARACTERISTICS, STUDENT EVALUATION, TRAINEES, VOCATIONAL EDUCATION, WORK ATTITUDES, WISCONSIN
A STUDY WAS MADE OF 269 BOYS AND 388 GIRLS ENROLLED IN CAPSTONE COURSES IN 30 COOPERATING SCHOOLS OF WISCONSINS PILOT PROGRAM IN VOCATIONAL EDUCATION. THE PURPOSE WAS TO IDENTIFY PSYCHOSOCIAL CHARACTERISTICS OF SECONDARY SCHOOL TRAINEES RATED BY THEIR TEACHERS AS HAVING POOR EMPLOYMENT POTENTIAL. CHARACTERISTICS WERE ANALYZED IN TERMS OF RATINGS OF ON-THE-JOB PERFORMANCE AND OF THE PROBABLE ACCEPTABILITY OF THE STUDENT AS AN EMPLOYEE. DATA WERE OBTAINED ON INTELLIGENCE, ACHIEVEMENT, SCHOOL GRADES, FATHERS OCCUPATION, PARENTAL EDUCATIONAL LEVELS, WAGE ASPIRATIONS, EDUCATIONAL AND VOCATIONAL PLANS, CAREER OBJECTIVES, EXPECTED ENTRY JOBS, ATTITUDES TOWARD GEOGRAPHIC MOBILITY, WORK ORIENTATION, WORK MODEL IDENTIFICATION, WORK AND ACHIEVEMENT VALUE ORIENTATIONS, SUBJECT MATTER PREFERENCE, MAJOR LIFE SATISFACTIONS, AND SELF-RATINGS. BOYS RATED AS POTENTIALLY POOR PERFORMERS WERE RELATIVELY LOW IN INTELLIGENCE, GRADES, ASPIRATIONS, ACHIEVEMENT VALUE, AND SELF-IMAGE. GIRLS SIMILARLY RATED TENDED TO BE RELATIVELY LOW IN THE SAME AREAS. HOWEVER, GIRLS AND BOYS WERE JUDGED ON SOMEWHAT DIFFERENT SETS OF CRITERIA. BOYS RATED AS UNEMPLOYABLE SHOWED CHARACTERISTICS FREQUENTLY ATTRIBUTED TO WORKERS WHO OFTEN FAIL TO FIND JOBS OR ARE OFTEN DISMISSED. (THE DOCUMENT INCLUDES 49 TABLES, 133 REFERENCES, AND APPENDIXES.) (LY)
ERIC: ED021135 UNIVERSITY MICROFILMS, 300 ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 66-9926, MF $3.00, XEROX $8.60).

3946 PSYCHOLOGICAL AND ORGANIZATIONAL CORRELATES OF CAREER PATTERNS IN CLINICAL LABORATORY OCCUPATIONS. JAN 71
JESWALD, THOMAS ANTHONY
PURDUE RESEARCH FOUNDATION, LAFAYETTE, IND. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 127P.; PH.D. DISSERTATION, PURDUE UNIVERSITY
ADMINISTRATOR ATTITUDES, EDUCATIONAL BACKGROUND, HEALTH OCCUPATIONS EDUCATION, HOSPITAL PERSONNEL, INCOME, JOB SATISFACTION, LABORATORIES, MEDICAL LABORATORY ASSISTANTS, MOTIVATION, PARAMEDICAL OCCUPATIONS, PSYCHOLOGICAL NEEDS, QUESTIONNAIRES, WORK ATTITUDES, WORK ENVIRONMENT, WORK EXPERIENCE
THE PURPOSE OF THE PROJECT WAS TO PROVIDE RESEARCH DATA CONCERNING ATTITUDES AND SATISFACTIONS OF PRESENT CLINICAL LABORATORY EMPLOYEES WHICH WOULD BE HELPFUL IN PLANNING FUTURE RECRUITMENT AND RETENTION EFFORTS. QUESTIONNAIRES REQUESTING INFORMATION REGARDING THE PERSONAL AND WORK HISTORIES, WORK ATTITUDES, CAREER PLANS, AND NEED SATISFACTION OF EACH RESPONDENT WERE SENT TO THE ADMINISTRATORS OF 124 HOSPITALS IN INDIANA AND ILLINOIS TO BE DISTRIBUTED TO THEIR LABORATORY EMPLOYEES. OVER 1,600 FORMS WERE RETURNED. A SEPARATE QUESTIONNAIRE WAS COMPLETED BY 66 CLINICAL PATHOLOGISTS TO DETERMINE ADMINISTRATIVE GOALS AND ATTITUDES TOWARD SUBORDINATE LABORATORY STAFFS. SOME FINDINGS OF THE STUDY INCLUDED (1) LAB PERSONNEL WERE MORE COMMITTED TO THEIR CAREERS THAN SOME OTHER SEMI-PROFESSIONALS HAVE BEEN FOUND TO BE, AND NON-MONETARY REWARDS WOULD HELP REINFORCE THIS COMMITMENT, (2) THERE WAS NO DIFFERENCE IN COMMITMENT OF MINORITY GROUP PERSONNEL, AND (3) PART-TIME PERSONNEL WERE LESS COMMITTED BUT MORE SATISFIED WITH ALL ASPECTS OF THEIR WORK; HOWEVER INCENTIVES SUCH AS DAY CARE FACILITIES ON THE PREMISES WOULD HELP RECRUITMENT. (AUTHOR/BH)
ERIC: ED056137 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 197 244, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

3947 A PSYCHOLOGICAL CLASSIFICATION OF OCCUPATIONS. NOV 70
HOLLAND, JOHN L.;AND OTHERS
NOTES: 72P.
CLASSIFICATION, LABOR FORCE, OCCUPATIONAL GUIDANCE, OCCUPATIONS, PERSONALITY THEORIES, RESEARCH, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION
THIS OCCUPATIONAL CLASSIFICATION FOR PRACTICAL AND THEORETICAL USE IN VOCATIONAL GUIDANCE, OCCUPATIONAL RESEARCH, VOCATIONAL EDUCATION, AND SOCIAL SCIENCE RESTS UPON A THEORY OF PERSONALITY TYPES AND INCLUDES 431 COMMON OCCUPATIONS WHICH COMPRISE ABOUT 95 PERCENT OF THE UNITED STATES LABOR FORCE. EACH OF THE CLASSIFICATIONS SIX MAIN CLASSES (REALISTIC, INVESTIGATIVE, ARTISTIC, SOCIAL, ENTERPRISING, AND CONVENTIONAL) INCLUDES FIVE TO SIXTEEN SUBCLASSES. WITHIN EACH SUBCLASS, OCCUPATIONS ARE ARRANGED ACCORDING TO

(CONT.)
3947 THE NUMBER OF YEARS OF GENERAL EDUCATIONAL DEVELOPMENT REQUIRED TO PERFORM THEM. THE ARRANGEMENT OF MAIN CLASSES AND SUBCLASSES IS DEFINED EMPIRICALLY AND IS CONSISTENT WITH THE CLASSIFICATIONS THEORETICAL BASE. THE ARRANGEMENT OF CLASSES ALSO MAKES IT POSSIBLE TO ESTIMATE THE PSYCHOLOGICAL RELATEDNESS AMONG OCCUPATIONS. THE CONSTRUCTION OF THE CLASSIFICATION, AN EVALUATION OF ITS USEFULNESS, AND SOME ILLUSTRATIONS OF ITS POTENTIAL PRACTICAL VALUE ARE OUTLINED. (AUTHOR/SB)
AIM/ARM: VT012225

3948 THE PSYCHOLOGICAL DIMENSIONS OF WORK, AN EXPERIMENTAL TAXONOMY OF OCCUPATIONS. DEC64
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. CENTER FOR THE BEHAVIORAL SCIENCES.
CONTRACT NO. OEC-4-10-139
NOTES: 129P.
BEHAVIOR THEORIES, COUNSELORS, JOB ANALYSIS, OCCUPATIONAL CHOICE, OCCUPATIONAL INFORMATION, OCCUPATIONS, PSYCHOLOGICAL STUDIES, TAXONOMY, TEST CONSTRUCTION, VALUES, VOCATIONAL COUNSELING, WORK EXPERIENCE, DISTRICT OF COLUMBIA, JOB ANALYSIS AND INTEREST MEASUREMENT (JAIM), LITERATURE SEARCH, OCCUPATIONAL COUNSELING, OCCUPATIONAL REWARDS
AN ATTEMPT WAS MADE TO DEVELOP A TAXONOMY OF OCCUPATIONS FOR VOCATIONAL COUNSELORS. A REVIEW WAS MADE OF THE PROFESSIONAL RESEARCH LITERATURE RELATING TO OCCUPATIONAL AND PSYCHOLOGICAL VARIABLES POTENTIALLY USEFUL TO A TAXONOMY. EFFORTS WERE MADE TO RECONCILE THE FINDINGS WITH DATA OBTAINED PREVIOUSLY THROUGH THE JOB ANALYSIS AND INTEREST MEASUREMENT (JAIM) INVENTORY. BASED ON LOGICAL AND STATISTICAL ANALYSIS OF THE DATA, AN EXPERIMENTAL TAXONOMY WAS CONSTRUCTED WHICH INCLUDED THREE MAJOR ELEMENTS - BEHAVIORAL STYLES, WORK PREFERENCES, AND VALUES. THE TAXONOMY WAS APPLIED EXPERIMENTALLY TO SAMPLES OF POLICEMEN, SOCIAL WORKERS, AND JUVENILE COURT JUDGES. IN GENERAL, PREDICTIONS MADE REGARDING BEHAVIORAL STYLES, WORK PREFERENCES, AND VALUES WERE CONFIRMED. THE INVESTIGATOR RECOMMENDS FURTHER RESEARCH AND DEVELOPMENT, AND FURTHER DESIGN AND CONDUCT OF EXPERIMENTS TO TEST THE CONSTRUCT VALIDITY OF THE VARIOUS SCALES OF THE JAIM. HE ALSO SUGGESTS THAT SOME IMPORTANT VARIABLES MAY NOT BE MEASURED BY THE JAIM. (JC)
ERIC: ED003075

3949 PSYCHOLOGICAL DYNAMICS OF INNER-CITY PROBLEMS. SEMINAR ON MANPOWER POLICY AND PROGRAM. 69
STAGNER, ROSS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 38P.
ASPIRATION, BLACK COMMUNITY, BLACK POWER, CITY PROBLEMS, HOSTILITY, INNER CITY, PERCEPTION, POLICY FORMATION, PSYCHOLOGICAL CHARACTERISTICS, PSYCHOLOGICAL NEEDS, SELF ACTUALIZATION, SELF CONCEPT, SELF ESTEEM, VIOLENCE, WORK ATTITUDES
THIS REPORT IS ONE IN A SERIES OF PROCEEDINGS OF SEMINARS ON MANPOWER POLICY AND PROGRAM SPONSORED BY THE MANPOWER ADMINISTRATION. IT IS ARGUED THAT PSYCHOLOGISTS CAN MAKE THEIR GREATEST CONTRIBUTION TO SOLVING THE PROBLEMS OF THE INNER CITY NOT BY HELPING TO WRITE THE VARIOUS COMMISSION REPORTS FOLLOWING OUTBREAKS OF CIVIL VIOLENCE BUT BY ATTEMPTING TO UNDERSTAND WHY THE RECOMMENDATIONS OF SUCH COMMISSIONS ARE COMMONLY DISREGARDED. THE KEY TO A PSYCHOLOGICAL UNDERSTANDING OF THIS SELF-DESTRUCTUVE POLICY THAT AMERICAN SOCIETY IS CARRYING OUT LIES IN OUR FAILURE TO ACHIEVE A REALISTIC PERCEPTION OF THE NATURE OF THE PROBLEMS WITH WHICH SOCIETY IS FACED. THE MOTIVATIONAL KEY TO MANY INNER CITY HOSTILITIES IS THE INTOLERABLE GAP BETWEEN WHAT RESIDENTS OF SUCH AREAS DESIRE AND WHAT THEY CAN ACHIEVE. WHAT A MAN HAS TO HAVE IS NOT A JOB PER SE, BUT A POSITION IN WHICH HE CAN RESPECT HIMSELF AND BE RESPECTED BY OTHER PEOPLE: ECONOMIC PRODUCTIVITY IS NOT ESSENTIAL. IN CONCLUSION, IF THROUGH PSYCHOLOGY ONE CAN DEAL WITH THE IRRATIONAL FACTORS BLOCKING PROGRESS, RATIONAL CHANGES CAN BE INTRODUCED. (JM)
ERIC: ED043712 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, WASHINGTON, D.C.

3950 PSYCHOLOGICAL NEEDS AND VOCATIONAL MATURITY OF MANPOWER TRAINEES. 67
BARTLETT, WILLIS EDWARD
OHIO STATE UNIV., COLUMBUS.
NOTES: 149P: PH. D. THESIS.
AGE DIFFERENCES, ANALYSIS OF VARIANCE, ATTITUDES, CHECK LISTS, CORRELATION, DOCTORAL THESES, DROPOUT CHARACTERISTICS, EDUCATIONAL BACKGROUND, FEDERAL PROGRAMS, JOB TRAINING, MATURITY TESTS, OCCUPATIONAL CHOICE, PSYCHOLOGICAL NEEDS, RESEARCH, TRAINEES, UNITS OF STUDY (SUBJECT FIELDS), YOUTH
A STUDY WAS MADE OF THE PSYCHOLOGICAL NEEDS AND VOCATIONAL MATURITY OF 158 TRAINEES ENROLLED IN NINE SKILL AREAS (GENERAL OFFICE CLERK, ELECTRICAL APPLIANCE REPAIR, WELDER, COOK, BAKER, FOOD SERVICE, SERVICE STATION MECHANIC, SEWING MACHINE OPERATOR, CLERK TYPIST) IN A MANPOWER DEVELOPMENT AND TRAINING ACT CENTER. TRAINEES WERE GIVEN THE VOCATIONAL MATURITY SCALE (VM) OF THE VOCATIONAL DEVELOPMENT INVENTORY AND 15 SCALES OF THE ADJECTIVE CHECK LIST DURING THE FIRST WEEK OF TRAINING. RECORDS WERE ALSO OBTAINED OF AGE, LAST SCHOOL GRADE COMPLETED, CONGRUENCE OF OCCUPATIONAL CHOICE WITH SKILL AREA TRAINING, AND WHETHER THE INDIVIDUAL CONTINUED TRAINING AFTER THE FIRST MONTH. BASED ON FINDINGS, IT WAS CONCLUDED THAT THE VM SCALE SEEMS RELATED TO ACHIEVEMENT AND DOMINANCE NEEDS: VOCATIONAL MATURITY DIFFERS AMONG VARIOUS SKILL AREAS: IN VIEW OF THE GREAT OVERLAPPING OF PSYCHOLOGICAL NEEDS SCALES FROM ONE SKILL AREA TO ANOTHER, A TRAINEES NEEDS COULD APPARENTLY BE MET THROUGH HIS BEING IN ALMOST ANY SKILL AREA: THE VM SCALE IS APPARENTLY RELATED TO THE LAST GRADE COMPLETED IN SCHOOL: TRAINEES WITH PSYCHOLOGICAL CHARACTERISTICS COMPATIBLE WITH DEFERENCE TO CLASSROOM ACTIVITIES CONTINUE AFTER THE FIRST MONTH, WHILE OTHER TRAINEES DO NOT. (AUTHOR/LY)
ERIC: ED027499 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106

(CONT.)
3950 (ORDER NO. 68-2950, MF $3.00, XEROGRAPHY $7.00).

3951 PSYCHOLOGY OF ADULT LEARNING 72
TUGBIYELE, E. A.
ADULT EDUCATION NOW:28-34
ADULT EDUCATION, CONTINUOUS LEARNING, ADULT EDUCATORS, ADULT LEARNING, ADULT STUDENTS,
LEARNING PROCESSES, ADULT EDUCATION PROGRAMS, ADULT DROPOUTS, LEARNING MOTIVATION, ADULT
PROGRAMS
ERIC: EJ084036

3952 PUBLIC AND PROPRIETARY VOCATIONAL TRAINING A STUDY OF EFFECTIVENESS.
WILMS, WELLFORD W.
CALIFORNIA UNIV., BERKELEY. CENTER FOR RESEARCH AND DEVELOPMENT IN HIGHER EDUCATION.
NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. NE-G-00-3-0204
NOTES: 229P.
EDUCATIONAL BENEFITS, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT STATISTICS, JUNIOR
COLLEGES, PARTICIPANT SATISFACTION, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROPRIETARY
SCHOOLS, STUDENT CHARACTERISTICS, STUDENT COSTS, TEACHER SALARIES, TEACHING LOAD,
VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WAGES
A STUDY WAS DESIGNED TO TEST THE EFFECTIVENESS OF 21 PUBLIC AND 29 PROPRIETARY SCHOOLS
IN FOUR LARGE METROPOLITAN AREAS BY FOLLOWING 2270 GRADUATES FROM SIX LARGE AND
FAST-GROWING OCCUPATIONAL PROGRAMS INTO THE LABOR MARKET AND ASSESSING THEIR SUCCESS.
AVERAGE PROPRIETARY INSTRUCTIONAL COSTS WERE 35 PERCENT LESS THAN PUBLIC COSTS THEY
CONCENTRATED ON SPECIFIC, SHORT, INTENSIVE JOB TRAINING AND TENDED TO WORK THEIR
TEACHERS MORE AND TO PAY THEM LESS. PROPRIETARY SCHOOLS RECRUITED AND SEEMED TO HOLD THE
LESS-ADVANTAGED STUDENT BETTER. OTHER FINDINGS INCLUDE (1) ONLY 2 OF 10 GRADUATES OF
EITHER KIND OF SCHOOL WHO CHOSE PROFESSIONAL OR TECHNICAL-LEVEL TRAINING EVER GOT THOSE
JOBS; (2) ALMOST 8 OF 10 GRADUATES OF EITHER KIND OF SCHOOL WHO CHOSE LOWER-LEVEL
CLERICAL OR SERVICE WORKER PROGRAMS GOT THOSE JOBS, BUT MOST EARNED LESS THAN THE
FEDERAL MINIMUM WAGE; (3) PUBLIC AND PROPRIETARY SCHOOL GRADUATES HAD ABOUT THE SAME
OCCUPATIONAL SUCCESS, AFTER CONTROLLING FOR DIFFERENCES IN THEIR BACKGROUNDS; (4) FEMALE
GRADUATES ALWAYS EARNED LESS THAN MALE GRADUATES AND ETHNIC MINORITIES GENERALLY EARNED
LESS THAN WHITES IN THE SAME JOBS; (5) APPARENTLY BECAUSE THEY PAID TWENTY TIMES MORE
FOR THEIR COURSES, PROPRIETARY SCHOOL GRADUATES WERE GENERALLY LESS SATISFIED THAN THEIR
PUBLIC COUNTERPARTS. RECOMMENDATIONS FOR IMPROVEMENT ARE MADE. (AUTHOR/DC)
ERIC: ED100459

3953 PUBLIC ASSISTANCE AND MANPOWER POLICY U. S. IMPLICATIONS OF THE BRITISH EXPERIENCE.
FINAL REPORT. INSTITUTE OF LABOR RELATIONS WORKING PAPERS IN LABOR + SOCIAL WELFARE.
31 MAY 74
STEIN, BRUNO
NEW YORK UNIV., N.Y. GRADUATE SCHOOL OF PUBLIC ADMINISTRATION. MANPOWER ADMINISTRATION
(DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 150P.
DEPENDENTS, DISADVANTAGED GROUPS, ECONOMIC RESEARCH, EMPLOYMENT PROGRAMS, FEMALES,
FOREIGN COUNTRIES, GOVERNMENT ROLE, GUARANTEED INCOME, INCENTIVE SYSTEMS, LABOR FORCE
NONPARTICIPANTS, LABOR MARKET, MANPOWER DEVELOPMENT, POLICY FORMATION, POVERTY PROGRAMS,
SOCIOECONOMIC STATUS, TRAINING OBJECTIVES, UNEMPLOYMENT, UNSKILLED WORKERS, WELFARE
SERVICES, WORK ATTITUDES, GREAT BRITAIN
THE STUDY EXAMINES BRITISH PUBLIC ASSISTANCE (SUPPLEMENTARY BENEFITS) AND OTHER INCOME
MAINTENANCE PROGRAMS FOR EMPLOYABLES. THESE ARE VIEWED AS ONE POLICY SET TO ANALYZE
THEIR INCENTIVES AND DISINCENTIVES TO SEE IF THE INCENTIVE STRUCTURE IS CONSONANT WITH A
GOAL OF PROMOTING WORK. SANCTIONS APPLIED TO RECIPIENTS ARE ALSO ANALYZED. RELATIVELY
HIGH BENEFITS ARE FOUND TO RESULT IN HIGHER RELIANCE ON SANCTIONS THAN ON INCENTIVES.
TRAINING PROGRAMS TARGETED AT THE WELFARE POOR ARE MORE SANCTIONS THAN EFFECTIVE
TRAINING. IMPLICATIONS FOR THE U. S. ARE (1) TRAINING PROGRAMS FOR WELFARE RECIPIENTS
CAN EASILY DEGENERATE INTO INEFFECTIVENESS, EXCEPT AS SANCTIONS; (2) THE EXPERIMENTATION
NOW POSSIBLE UNDER COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) IS AN OPPORTUNITY TO
DEVISE STRUCTURES IN WHICH INCENTIVES AND SANCTIONS ARE CONSONANT WITH THE GOAL OF
PROMOTING EMPLOYMENT, AND IN WHICH TRAINING PROGRAMS FOR WELFARE RECIPIENTS FEED INTO
AND ARE PART OF THE MAINSTREAM OF GENERAL MANPOWER POLICY, SO THAT THEY CAN DO AN
EFFECTIVE TRAINING JOB. THE STUDY CONTAINS A BIBLIOGRAPHY OF BRITISH WORKS AND A READERS
GUIDE TO BRITISH WELFARE PROGRAMS. (AUTHOR)
ERIC: ED099648 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3954 PUBLIC EMPLOYMENT AND THE DISADVANTAGED AN ANNOTATED BIBLIOGRAPHY. REFERENCE FILE, FILE
NO. 4. JAN 70
NATIONAL CIVIL SERVICE LEAGUE, WASHINGTON, D.C. OFFICE OF ECONOMIC OPPORTUNITY,
WASHINGTON, D.C. OFFICE OF PROGRAM DEVELOPMENT
NOTES: 54P.
ANNOTATED BIBLIOGRAPHIES, MANPOWER UTILIZATION, DISADVANTAGED GROUPS, GOVERNMENT
EMPLOYEES, EMPLOYMENT OPPORTUNITIES, MANPOWER DEVELOPMENT, JOB DEVELOPMENT
THIS BIBLIOGRAPHY INCLUDES MATERIAL WHICH CONSIDERS THE POTENTIAL FOR THE DISADVANTAGED
IN GOVERNMENT EMPLOYMENT. DESIGNED TO BE MOST VALUABLE TO THOSE RESPONSIBLE FOR HIRING
THE DISADVANTAGED WITHIN AN ESTABLISHED CIVIL SERVICE SYSTEM, THE BIBLIOGRAPHY DEALS
ONLY WITH MATERIAL WHICH IS GENERALLY AVAILABLE TO THE AVERAGE RESEARCHER. (BH)
AIM/ARM: VT012273 NATIONAL CIVIL SERVICE LEAGUE ON PUBLIC EMPLOYMENT AND THE

(CONT.)
3954 DISADVANTAGED, 1029 CONNECTICUT AVE., N.W., WASHINGTON, D.C. 20036.

3955 PUBLIC EMPLOYMENT AND TRAINING ASSISTANCE ALTERNATIVE FEDERAL APPROACHES. FEB 77
HOBBIE, RICHARD A.;FEIN, ALAN
CONGRESS OF THE U.S., WASHINGTON, D.C. CONGRESSIONAL BUDGET OFFICE.
NOTES: 97P.; TABLES MAY BE MARGINALLY LEGIBLE DUE TO LIGHT PRINT OF THE ORIGINAL DOCUMENT
BUDGETS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GOVERNMENT ROLE, INCOME, JOB DEVELOPMENT, JOB TRAINING, POLICY FORMATION, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PUBLIC POLICY, PUBLIC SERVICE OCCUPATIONS, UNEMPLOYMENT INSURANCE, YOUTH EMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, UNITED STATES, WORK INCENTIVE PROGRAM
AN ANALYSIS OF THE STRUCTURAL ELEMENTS OF THE EMPLOYMENT SITUATION WAS DONE IN 1977 TO PROVIDE CONGRESSIONAL MEMBERS WITH PERTINENT INFORMATION FOR THEIR USE IN MAKING POLICY DECISIONS ABOUT FEDERAL ROLE AND BUDGET IN EMPLOYMENT AND TRAINING PROGRAMS. IT WAS CONCLUDED THAT THE FEDERAL GOVERNMENT CAN IMPLEMENT FOUR BASIC BUDGET STRATEGIES CREATE ADDITIONAL JOBS, INCREASE THE SKILLS OF CERTAIN TYPES OF WORKERS, PROVIDE INCOME ASSISTANCE TO WORKERS EXPERIENCING EMPLOYMENT PROBLEMS, AND REDUCE DISCRIMINATORY PRACTICES. ALTHOUGH PUBLIC SERVICE EMPLOYMENT PROGRAMS IN 1976 CAME IN HIGH PROPORTIONS FROM LOW-INCOME AND MINORITY GROUPS, TRAINING PROGRAMS PLACED A GREATER EMPHASIS ON THE DISADVANTAGED AND YOUTH POPULATIONS. PUBLIC SERVICE EMPLOYMENT CAN INCREASE THE CURRENT EARNINGS OF UNEMPLOYED WORKERS BUT IT IS DOUBTFUL THAT THERE ARE ANY LASTING GAINS IN FUTURE EARNINGS. THERE ARE LOW ANNUAL EARNINGS GAINS FROM TRAINING PROGRAMS IN RELATION TO COSTS. HOWEVER, TRAINING PROGRAMS MAY FUND OPPORTUNITIES FOR YOUTH, MINORITIES, AND THE ECONOMICALLY DISADVANTAGED THAT ARE NOT AVAILABLE IN THE PRIVATE SECTOR. (THIS BOOKLET HAS A CHAPTER DESCRIBING RECENT TRENDS IN EMPLOYMENT, TRAINING, AND RELATED INCOME ASSISTANCE POLICY; DISCUSSES THE FOUR POSSIBLE POLICY OPTIONS FOR 1978; AND INCLUDES TWENTY-FOUR TABLES OF STATISTICS REGARDING THE PARTICIPANTS, COSTS, AND EFFECTS OF VARIOUS EMPLOYMENT, TRAINING, AND ASSISTANCE PROGRAMS.) (EM)
ERIC: ED143461 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.45)

3956 PUBLIC EMPLOYMENT AND URBAN POVERTY. 73
HARRISON, BENNETT
URBAN INST., WASHINGTON, D.C. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.
NOTES: 72P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, EMPLOYMENT PROJECTIONS, ETHNIC GROUPS, FEDERAL GOVERNMENT, GOVERNMENT EMPLOYEES, INNER CITY, LABOR FORCE, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, POVERTY RESEARCH, PRIVATE AGENCIES, STATE GOVERNMENT, UNDEREMPLOYED, UNEMPLOYED, URBAN AREAS
IMPROVEMENTS IN THE QUALITY OF NATIONAL--AND PARTICULARLY OF URBAN--LIFE WILL REQUIRE EVEN GREATER EXPENDITURES THAN AT PRESENT ON THE DELIVERY OF CRUCIAL SERVICES AS EDUCATION, HEALTH PROTECTION, RECREATION, WASTE DISPOSAL, AND POLICE AND FIRE PROTECTION. SIMULTANEOUSLY, THE PROBLEM OF POVERTY CONTINUES TO PLAGUE MILLIONS, EVEN MANY WHO ARE IN THE LABOR FORCE. FOR THOSE WHO ARE UNDEREMPLOYED, FOR THE 2 MILLION WHO HAVE GIVEN UP LOOKING FOR JOBS, AND FOR THOSE UNEMPLOYED, THE RAPIDLY EXPANDING DEMAND FOR PUBLIC SERVICE WORKERS CONSTITUTES AN IMPORTANT OPPORTUNITY FOR ADVANCEMENT. THE EXPANDING NEED FOR IMPORTANT PUBLIC SERVICES AND THE REQUIREMENTS OF THE DISADVANTAGED FOR HOPE AND BETTER WORK OPPORTUNITIES MAY EACH CARRY THE SOLUTION TO THE OTHER. THIS IS THE RATIONALE FOR A PROGRAM TO STIMULATE PUBLIC EMPLOYMENT OF THE DISADVANTAGED. FIVE REASONS WHY SUCH A PROGRAM CAN BE EXPECTED TO IMPROVE THE ECONOMIC WELFARE OF THE DISADVANTAGED, PARTICULARLY OF THE URBAN RESIDENTS, ARE (1) PUBLIC SERVICE IS GROWING MUCH FASTER THAN THOSE PRIVATE INDUSTRIES THAT HAVE TRADITIONALLY ABSORBED THE POOR; (2) GOVERNMENT JOBS PAY SUBSTANTIALLY HIGHER WAGES THAN THE POOR ARE CURRENTLY EARNING; (3) THERE ARE IMPORTANT FRINGE BENEFITS UNIQUELY ASSOCIATED WITH PUBLIC SERVICE (4) THE LOCATION OF PUBLIC WORK PLACES IN THE CENTRAL CITY MEANS EASE OF ACCESSIBILITY FOR THE VARY LARGE NUMBERS OF THE DISADVANTAGED RESIDING IN THE URBAN CORE; AND, (5) PUBLIC SERVICE HAS HISTORICALLY SERVED AS THE ENTRY POINT INTO THE WORLD OF WORK FOR MANY WHITE ETHNIC GROUPS. (AUTHOR/RJ)
ERIC: ED084336 PUBLICATIONS OFFICE, THE URBAN INSTITUTE, 2100 M STREET, N. W., WASHINGTON, D. C. 20037 (UPI-30008; $1.50)

3957 THE PUBLIC EMPLOYMENT PROGRAM AN EVALUATION BY THE NATIONAL URBAN COALITION. SEP 72
NATIONAL URBAN COALITION, WASHINGTON, D.C.
NOTES: 103P.
DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, PUBLIC POLICY, UNEMPLOYED, EMERGENCY EMPLOYMENT ACT OF 1971
THE NATIONAL URBAN COALITION CONDUCTED THIS EVALUATION TO DETERMINE THE MANNER IN WHICH THE PROVISIONS OF THE EMERGENCY EMPLOYMENT ACT OF 1971 HAVE BEEN CARRIED OUT, THE PROBLEMS RAISED BY LEGISLATIVE AND ADMINISTRATIVE GUIDELINES, AND THE DIFFICULTIES EXPERIENCED IN IMPLEMENTING PROJECTS LOCALLY. SOME MAJOR FINDINGS WERE (1) THE LABOR DEPARTMENT RULED THAT OTHERWISE ELIGIBLE APPLICANTS WITH POPULATIONS OF LESS THAN 75,000 WERE INELIGIBLE TO RECEIVE FUNDS, ALTHOUGH CONGRESS HAD SET NO POPULATION LIMIT, (2) CHARACTERISTICS OF THE ENROLLEES DID NOT SEEM TO MATCH CHARACTERISTICS OF THE UNEMPLOYED

(CONT.)
3957 (E.G., WHILE 52 PERCENT OF THE POOR HAD AN EIGHTH GRADE EDUCATION OR LESS, ONLY 7 PERCENT OF THE ENROLLEES HAD AN EIGHTH GRADE EDUCATION OR LESS), (3) CONGRESS DID NOT PROVIDE ADEQUATE FUNDS TO COVER THE COST OF TRAINING AND SUPPORTIVE SERVICES UNDER SECTION 5 OF THE ACT, (4) MOST OF THE CITIES, COUNTIES, AND STATES SURVEYED HAD NOT STARTED TO IMPLEMENT THE OBJECTIVES OF MODERNIZING OUTDATED CIVIL SERVICE PRACTICES, TO BRING THE SPONSOR INTO COMPLIANCE WITH U. S. CIVIL SERVICE COMMISSION GUIDELINES SPECIFICALLY DEVELOPED FOR THE PROGRAM, AND (5) PROGRAM AGENTS DID NOT EMPLOY MANY OF THE SPECIFIED TARGET GROUPS--YOUTH, OLDER WORKERS, OR THOSE HAVING PARTICULAR DIFFICULTY FINDING JOBS IN THE HIGH UNEMPLOYMENT MARKET. (SB)
ERIC: EJ072230

3958 PUBLIC ENEMY NO. 2 IS ALSO PRETTY TOUGH 1974
FORTUNE, VOL.90, NO.6, DEC 1974, P. 19-20.
CAPITAL INVESTMENTS, CONSTRUCTION INDUSTRY, ECONOMIC FORECAST, ECONOMICS, GNP, INTEREST RATES, INVESTMENT, MANUFACTURING, RECESSION, UNEMPLOYMENT, UTILITIES
DISCUSSION OF THE RECESSION AND ITS CORRESPONDING RISE IN UNEMPLOYMENT, BUT PRIMARY FOCUS IS ON THE DECLINE IN THE CAPITAL GOODS MARKET AS CONCERN IS EXPRESSED ABOUT THE IMPACT OF MINIMAL CAPITAL INVESTMENT.
MGMT: FOR74L0019

3959 PUBLIC JOBS THAT ARENT THERE 1977
BUSINESS WEEK, NO.2487, JUNE 13, 1977, P. 113.
CONSTRUCTION INDUSTRY, ECONOMICS, EMPLOYMENT, GOVERNMENT PROGRAMS, PUBLIC ADMINISTRATION
WITH FOUR BILLION DOLLARS IN PUBLIC WORKS MONEY ALLOCATED ABOUT 600,000 JOBS WILL BE CREATED MOSTLY IN CONSTRUCTION AND RELATED INDUSTRIES.
MGMT: BWE77F13A3

3960 PUBLIC PERSONNEL EXAMINATIONS AND THE CONSTITUTION: EMERGENT TRENDS 1977
ROSENBLOOM, D.H.; OBUCHOWSKI, C.C.
PUBLIC ADMINISTRATION REVIEW, VOL.37, NO.1, JAN/FEB 1977, P. 9-18. BIBLIOG. 29
CIVIL SERVICE, DISCRIMINATION, EEO, FEDERAL GOVERNMENT, HIRING, MINORITIES, PERSONNEL MANAGEMENT, POLITICS, PUBLIC ADMINISTRATION, TESTING
TO THWART THE POLITIZATION OF THE CIVIL SERVICE, PUBLIC ADMINISTRATION REFORMERS INSTITUTED EMPLOYMENT BY COMPETITIVE EXAMINATION. EVEN AFTER YEARS OF REFINEMENT, THE TESTS ARE FULL OF INACCURACIES. MINORITIES HAVE CHARGED, FOR INSTANCE, THAT THE TESTS ARE RACIALLY BIASED. THE COURTS REMAIN DISPOSED TO SUPPORT MERIT HIRING, BUT ONLY IF TESTS CAN BE DESIGNED TO REALLY PREDICT JOB PERFORMANCE.
MGMT: PAR77A0009

3961 PUBLIC POLICY AND BLACK ECONOMIC PROGRESS: A REVIEW OF THE EVIDENCE 1975
ANDERSON, B.E.; WALLACE, P.A.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 47-52. BIBLIOG. 23
BLACKS, ECONOMICS, EMPLOYMENT POLICY, INCOME, MINORITIES
ECONOMIC EVIDENCE IS REVIEWED TO EXPLAIN THE PATTERN AND DETERMINANTS OF CHANGE IN BLACK EMPLOYMENT AND INCOME IN THE LAST 10 YEARS. ECONOMIC EVIDENCE IS NEEDED TO SUPPORT POLICY CHANGES LEADING TO INCOME EQUALITY.
MGMT: AER75E0047

3962 PUBLIC POLICY AND THE AMERICAN FAMILY A CONVERSATION WITH MARY DUBLIN KEYSERLING JUL/AUG 76
HOUTS, PAUL L.
NATIONAL ELEMENTARY PRINCIPAL:55:6:16-22
FAMILY (SOCIOLOGICAL UNIT), CHILD REARING, WORKING WOMEN, PUBLIC POLICY, ECONOMIC FACTORS, CHILD CARE, SOCIAL SERVICES, ECONOMIC DISADVANTAGEMENT, ECONOMIC OPPORTUNITIES, CHILD CARE CENTERS
A CONSULTING ECONOMIST IN PRIVATE PRACTICE IN WASHINGTON, D.C., A LECTURER, AND WRITER IN THE FIELD OF ECONOMICS AND SOCIAL WELFARE, MS. KEYSERLING HAS DIRECTED A NATIONAL SURVEY OF DAY CARE NEEDS AND SERVICES IN NINETY CITIES. (AUTHOR)
ERIC: EJ141241

3963 PUBLIC POLICY NOTE AGE DISCRIMINATION IN EMPLOYMENT--SOME RECENT DEVELOPMENTS SUM 74
QUIRK, DANIEL A.
INDUSTRIAL GERONTOLOGY:1:3:77-80
GOVERNMENT ROLE, AGE, OLDER ADULTS, EMPLOYMENT, FEDERAL LEGISLATION, LABOR LEGISLATION, CAREER LADDERS, AGE DISCRIMINATION
ERIC: EJ103667

3964 PUBLIC SERVICE CAREERS THE NEED FOR REALISM W 71
COHN, JULES
NEW GENERATION:53:1:15-20
DISADVANTAGED GROUPS, GOVERNMENT EMPLOYEES, JOB TRAINING, MANPOWER DEVELOPMENT, PUBLIC SERVICE CAREERS PROGRAM
ERIC: EJ036954

3965 PUBLIC SERVICE CAREERS PROGRAM A GENERAL DESCRIPTION. AUG 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 63P.
AGENCIES, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, HUMAN

(CONT.)
3955 RESOURCES, JOB DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM DESCRIPTIONS, PUBLIC SERVICE OCCUPATIONS, PSC, PUBLIC SERVICE CAREERS
THE VOLUME DESCRIBES THE PSC (PUBLIC SERVICE CAREERS) PROGRAM CREATED TO SECURE, WITHIN THE MERIT PRINCIPLE, PERMANENT EMPLOYMENT FOR THE DISADVANTAGED IN PUBLIC SERVICES AGENCIES, STIMULATING THE UPGRADE OF CURRENT EMPLOYEES, AND THEREBY MEETING PUBLIC SECTOR NEEDS. PSC AIMS TO ATTACK INSTITUTIONAL AND INDIVIDUAL BARRIERS TO PROMOTE THE MOST EFFECTIVE USE OF HUMAN RESOURCES: INCLUDING OUTMODED JOB STRUCTURES, INADEQUATE RECRUITMENT, ETC. BARRIERS CONSIDERED IN THE INDIVIDUAL INCLUDE INADEQUATE EDUCATION, LACK OF NECESSARY VOCATIONAL SKILLS, POOR ORIENTATION TO THE WORLD OF WORK, MEDICAL, TRANSPORTATION, AND CHILD CARE PROBLEMS. FOUR MAJOR STRATEGIES OF PSC ARE OUTLINED. THE VOLUME SHOULD BE OF VALUE TO POTENTIAL SPONSORS FOR UPGRADING IN THE PUBLIC SECTOR. (AUTHOR)
ERIC: ED084451 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222-400, MF $1.45, HC $5.25)

3956 PUBLIC SERVICE EMPLOYMENT AN ANALYSIS OF ITS HISTORY, PROBLEMS, AND PROSPECTS. PRAEGER SPECIAL STUDIES IN U. S. ECONOMIC, SOCIAL, AND POLITICAL ISSUES SERIES. 73
GARTNER, ALAN, ED.;AND OTHERS
NEW YORK UNIV., N.Y. NEW CAREERS DEVELOPMENT CENTER.
NOTES: 230P.; THE ESSAYS IN THIS BOOK WERE ORIGINALLY PRESENTED AT THE NATIONAL CONFERENCE ON PUBLIC SERVICE EMPLOYMENT, JUNE 1972
ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEMINISM, FUTURES (OF SOCIETY), GOVERNMENT EMPLOYEES, HUMAN SERVICES, LABOR ECONOMICS, MANPOWER UTILIZATION, SOCIAL PLANNING, UNEMPLOYMENT, UNIONS, WORKING WOMEN, YOUTH EMPLOYMENT
CONTENT OF THIS BOOK INCLUDE THE FOLLOWING PAPERS (1) CAN SERVICES BE HUMANE IN THIS SOCIETY CAN WORK BE MEANINGFUL, F. RIESSMAN; (2) THE HISTORICAL DEVELOPMENT OF THE CONCEPTION AND IMPLEMENTATION OF FULL EMPLOYMENT AS ECONOMIC POLICY, R. A. NIXON; (3) HOW MANY JOBS FOR WHOM, B. GROSS AND S. MOSS (4) A NOTE ON PUBLIC JOBS AND FULL EMPLOYMENT FOR YOUTH, E. COHEN; (5) THE HUMAN SERVICE SOCIETY . . .. A. PEARL; (6) A FEMINIST--HUMANISTS CONCEPT OF EMPLOYMENT, W. S. HEIDE; (7) A FULL EMPLOYMENT POLICY FOR A PUBLIC SERVICE ECONOMY IMPLICATIONS FOR WOMEN, C. S. BELL; (8) A FEMINIST SYSTEM OF EDUCATION FOR A NEW PUBLIC SERVICE, A. C. COHEN; (9) EQUALITY OF SACRIFICE OR OPPORTUNITY, A. F. HAWKINS; (10) PUBLIC JOBS AND THE NEW ECONOMY, R. LEKACHMAN; (11) THE ECONOMIC CONSEQUENCES OF PUBLIC EMPLOYMENT, M. J. ULMER; (12) COMMENT OF A RADICAL ECONOMIST, B. HARRISON; (13) PUBLIC EMPLOYMENT AND THE PUBLIC SERVICE, M. GITTELL; (14) MERIT SYSTEMS AND WORKERS, S. M. ROSEN; (15) CAN UNIONS TRANSCEND THEIR OWN SELF-INTEREST, S. ARONOWITZ; (16) MANPOWER PROGRAMS THE LESSONS OF THE 1960S, W. SPRING; (17) TAKING STOCK OF THE PUBLIC EMPLOYMENT PROGRAM, S. LEVITAN AND R. TAGGART III; (18) ASSESSING THE EMERGENCY EMPLOYMENT ACT, A. GARTNER; (19) THE RELATIONSHIP OF WELFARE AND EMPLOYMENT POLICY, S. KINOY; (20) JOBS OR WORK ACTIVITIES--WHICH WILL THE POOR GET, M. LOWENTHAL; (21) WORK AND THE PUBLIC SERVICE ECONOMY . . .. I. BERG; PUBLIC SERVICE EMPLOYMENT; (22) . . . POTENTIAL DANGERS AND POSSIBLE DIRECTIONS, F. REISSMAN; (23) . . . VISION OR REALITY, F. F. PIVEN. (JM)
ERIC: ED081939 PRAEGER PUBLISHERS, 111 FOURTH AVE., NEW YORK, N. Y. 10003 ($13.50)

3957 PUBLIC SERVICE EMPLOYMENT PROGRAMS AN OPPORTUNITY AND A CHALLENGE. AUG 71
CRAWFORD, EVERETT
CENTER FOR GOVERNMENTAL STUDIES, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
FEDERAL PROGRAMS, EMPLOYMENT PROGRAMS, UNEMPLOYED, GOVERNMENT EMPLOYEES, LOCAL GOVERNMENT, PROGRAM PLANNING, PROGRAM ADMINISTRATION, DISADVANTAGED GROUPS, DEMONSTRATION PROGRAMS, MANPOWER UTILIZATION, EMERGENCY EMPLOYMENT ACT, EEA
THE EMERGENCY EMPLOYMENT ACT WILL PROVIDE 130,000-150,000 JOBS AND WILL SERVE AS A NATIONAL DEMONSTRATION ON THE VIABILITY OF PUBLIC SERVICE EMPLOYMENT FOR THE UNEMPLOYED. THE PROGRAM WILL PROVIDE INCOME MAINTENANCE, TRAINING, AND WORK EXPERIENCE FOR ENROLLEES, AND IT WILL FURNISH THE MANPOWER NEEDED TO HELP MEET THE PRESSING SOCIAL NEEDS OF STATE AND LOCAL GOVERNMENTS AND DEPRESSED AREAS. THIS REPORT OUTLINES THE WAYS IN WHICH GOVERNORS AND LOCAL OFFICIALS CAN PLAN AND ADMINISTER THEIR PROGRAMS. (BH)
AIM/ARM: VT014235 CENTER FOR GOVERNMENTAL STUDIES, 1701 K STREET, N.W., SUITE 906, WASHINGTON, D.C. 20006 (SINGLE COPY-FREE; ADDITIONAL COPIES-$0.35)

3958 PUBLIC SERVICE JOBS AND TRANSITIONAL EMPLOYMENT AN ANALYSIS OF THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT. FEB 74
CRAFT, JAMES A.
PITTSBURGH UNIV., PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 207P.
JOB PLACEMENT, LOCAL GOVERNMENT, LOW INCOME GROUPS, MANPOWER UTILIZATION, STATE GOVERNMENT, TABLES (DATA), UNEMPLOYMENT, UNSKILLED WORKERS, WELFARE RECIPIENTS, PUBLIC SERVICE EMPLOYMENT, TRANSITIONAL EMPLOYMENT, VERMONT
THE THREE YEAR VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT, SPONSORED BY MANPOWER ADMINISTRATION, WAS DESIGNED TO PROVIDE BASIC EMPIRICAL DATA ON THE FEASIBILITY AND USEFULNESS OF PUBLIC SERVICE EMPLOYMENT AS A MANPOWER TOOL TO PROVIDE TRANSITIONAL EMPLOYMENT OPPORTUNITIES FOR LOW INCOME UNEMPLOYED AND WELFARE RECIPIENTS. DATA WAS COLLECTED ON CLIENT CHARACTERISTICS ACCORDING TO SEX AS TO DEMOGRAPHY, EDUCATIONAL LEVEL, EMPLOYMENT, EXPERIENCE, INCOME, AND WELFARE STATISTICS. EIGHTY-FOUR PERCENT OF

(CONT.)
3968 THE PROJECT CLIENTS WERE PLACED IN THREE MAJOR JOB TYPES--SERVICE, CLERICAL, AND PROFESSIONAL/TECHNICAL/MANAGERIAL (TO A LESSER EXTENT, STRUCTURAL JOBS) WITH EDUCATIONAL AND HOSPITAL/HEALTH TYPE EMPLOYERS: SERVICE JOBS WERE THE LARGEST SINGLE TYPE OF OCCUPATIONAL CATEGORY. THOSE CLIENTS WHO RECEIVED WELFARE GENERALLY WERE SHORTER TERM CLIENTS RECEIVING MODEST WELFARE PAYMENTS. DATA ANALYSIS INDICATED A RELATIVELY HIGH TRANSITION RATE FOR CLIENT AND GOOD JOB RETENTION AND WELFARE REDUCTION FOR TRANSITIONERS VERSUS NON-TRANSITIONERS. CONCLUSIONS FROM THIS STUDY WERE THAT PUBLIC SERVICE EMPLOYMENT APPEARS USEFUL AS A MEANS OF OBTAINING STEADY PRIMARY EMPLOYMENT AND WAS MOST EFFECTIVE WITH CLIENTS HAVING BETTER WORK HISTORIES AND LESS WELFARE TIME. (EA)
ERIC: ED089131 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3969 PUBLIC SERVICE JOBS AS TRANSITIONAL EMPLOYMENT OCT 74
CRAFT, JAMES
MANPOWER:6:10:2-7
MANPOWER DEVELOPMENT, PUBLIC SERVICE OCCUPATIONS, ON THE JOB TRAINING, EMPLOYMENT PROGRAMS, DEMONSTRATION PROJECTS, UNEMPLOYED, FEDERAL PROGRAMS, PROMOTION (OCCUPATIONAL), CAREER LADDERS, TRANSITIONAL EMPLOYMENT, VERMONT
THE VERMONT EMPLOYMENT SERVICE HAS DEVELOPED A FEDERALLY FUNDED PROGRAM OF SUBSIDIZED PUBLIC SERVICE JOBS LEADING TO REGULAR NON-SUBSIDIZED EMPLOYMENT, FREQUENTLY BY ABSORPTION INTO EMPLOYERS REGULAR WORK FORCES. (BP)
ERIC: EJ105349

3970 PUBLIC TRANSFER PAYMENTS AND LABOR FORCE PARTICIPATION DEC 69
CARTER, WILLIAM:EICHENHOLZ, JOSEPH:MAYCOCK, ELLEN:PFAFF, ANITA B.:PFAF
INSTITUTE FOR CREATIVE STUDIES, WASHINGTON, D.C.
GRANT NO. DL-91-09-70-03
NOTES: 72P
LABOR, ECONOMICS, WELFARE PROGRAMS, TRANSFER PAYMENTS, GRANTS
THE PAPER AIMS AT THE STATISTICAL ESTIMATION AND EMPIRICAL EXPLANATION OF THE EFFECTS THAT TRANSFER PAYMENTS OF VARIOUS TYPES HAVE ON THE LABOR FORCE PARTICIPATION OF VARIOUS COMPONENTS OF THE LABOR FORCE. THE IMPACT OF TRANSFER PAYMENTS IS OF PARTICULAR IMPORTANCE IN AN ERA WHEN NONMARKET-SOURCES OF INCOME--INCLUDING A MINIMUM LEVEL OF INCOME GUARANTEED BY THE GOVERNMENT--ARE LIKELY TO ASSUME AN EVER INCREASING IMPORTANCE. (AUTHOR)
NTIS: PB-192 272 CFSTI PRICES HC$3.00 MF$0.65

3971 PUBLIC WORKS EMPLOYMENT ACT OF 1977: HEARINGS BEFORE THE SUBCOMMITTEE ON REGIONAL AND COMMUNITY DEVELOPMENT OF THE COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS, UNITED STATES SENATE, NINETY-FIFTH CONGRESS, FIRST SESSION ON S. 427, A BILL TO PROVIDE ADDITIONAL AUTHORIZATIONS FOR THE PUBLIC WORKS EMPLOYMENT PROGRAM, TO AUTHORIZE A PROGRAM FOR EMPLOYMENT OF TEENAGED YOUTH IN COMMUNITY IMPROVEMENT PROJECTS, AND FOR OTHER PURPOSES. FEBRUARY 2, 3, AND 4, 1977. SERIAL NO. 95-H5. 77
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON ENVIRONMENT AND PUBLIC WORKS.
NOTES: 617P.: NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORIGINAL
COMMUNITY DEVELOPMENT, COMMUNITY PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL AID, FEDERAL LEGISLATION, JOB TRAINING, MINORITY GROUPS, UNEMPLOYED, YOUTH EMPLOYMENT, YOUTH PROGRAMS, PUBLIC WORKS EMPLOYMENT ACT 1977
THIS REPORT COVERS THE HEARINGS ON SENATE BILL 427, PUBLIC WORKS EMPLOYMENT ACT OF 1977, WHICH PROVIDES $4 BILLION IN NEW SUPPORT FOR THE PUBLIC WORKS EMPLOYMENT PROGRAM, TO ESTABLISH A PROGRAM TO PROVIDE EMPLOYMENT, WORK EXPERIENCE, AND SKILL TRAINING TO YOUTHS IN AREAS OF AGGRAVATED UNEMPLOYMENT, AND FOR OTHER PURPOSES. INCLUDED ARE LETTERS OF SUPPORT, A COPY OF THE BILL, AND OTHER CORRESPONDENCE, STATEMENTS, AND MATERIALS CONCERNING PUBLIC WORKS EMPLOYMENT, RECEIVED FROM STATE SENATORS, CITY OFFICIALS, HOSPITAL GROUPS, INDIAN ORGANIZATIONS, CONTRACTORS, AND OTHERS. (SH)
ERIC: ED141579

3972 PUBLIC-PRIVATE MANPOWER POLICIES. 69
WEBER, ARNOLD R., ED.:AND OTHERS
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, MADISON, WISC.
NOTES: 210P.
BUSINESS, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, GOVERNMENT ROLE, INDUSTRY, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, ON THE JOB TRAINING, VOCATIONAL EDUCATION, WELFARE RECIPIENTS, WORKING WOMEN
THE DOCUMENT CONTAINS A COLLECTION OF PAPERS ON POLICIES THAT AFFECT PUBLIC AND PRIVATE MANPOWER PROGRAMS AND PRACTICES. THE AUTHORS HAVE DISCUSSED METHODS OF EVALUATING MANPOWER PROGRAMS IN CONSIDERATION OF RECENT EMPHASIS ON PROBLEMS OF POVERTY AND THE DISADVANTAGED WORKER. THE CATEGORIES AND CHARACTERISTICS OF INFORMATION THAT ARE MOST USEFUL FOR MATCHING JOBS AND WORKERS AND THE POTENTIAL OF VOCATIONAL EDUCATION IN MEETING EDUCATIONAL AND TRAINING FOR JOB PURPOSES HAVE ALSO BEEN PRESENTED. INCLUDED ALSO ARE DISCUSSIONS ON THE FEDERAL AND PRIVATE INVOLVEMENT IN MANPOWER PLANNING PROGRAMS AND IN JOB TRAINING FOR DISADVANTAGED WORKERS, THE WELFARE SYSTEM AS A MANPOWER REHABILITATION SYSTEM, AND THE IMPLICATIONS OF USING WOMEN POWER. THE PAPERS HAVE EXPRESSED THE OPINION THAT MANPOWER PROGRAMS SHOULD DEMONSTRATE FORESIGHT AND CONCERN FOR DEVELOPMENT, GIVE CONTINUING EMPHASIS TO THE DEVELOPMENT OF INSTITUTIONS THAT WILL IMPROVE THE OVERALL OPERATION OF THE LABOR MARKET, AND IDENTIFY AND PROMOTE COMPLEMENTARY RELATIONSHIPS BETWEEN NATIONAL MANPOWER PROGRAMS AND OTHER SOCIAL AND ECONOMIC PROGRAMS. (PT)
ERIC: ED043807 INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SOCIAL SCIENCE BUILDING

(CONT.)
3972 MADISON, WISCONSIN 53706 ($4.50)

3973 PUBLICATIONS OF THE BUREAU OF LABOR STATISTICS (JULY-DECEMBER 1971). 71
PERRY, SARAH B.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 54P.
ANNOTATED BIBLIOGRAPHIES, GOVERNMENT PUBLICATIONS, FEDERAL GOVERNMENT, EMPLOYMENT, LABOR MARKET, WAGES, PRODUCTIVITY, UNEMPLOYMENT, MANPOWER NEEDS, COLLECTIVE BARGAINING, EQUAL OPPORTUNITIES (JOBS), BUREAU OF LABOR STATISTICS, BLS
THIS BIBLIOGRAPHY PROVIDES ANNOTATED LISTINGS OF THE PUBLICATIONS OF THE BUREAU OF LABOR STATISTICS AND ITS 10 REGIONAL OFFICES. PUBLICATIONS ARE ORGANIZED INTO 37 SUBJECT AREAS COVERING VARIOUS ASPECTS OF EMPLOYMENT AND THE LABOR MARKET. INSTRUCTIONS ARE PROVIDED FOR OBTAINING PUBLICATIONS, INCLUDING OUT-OF-PRINT DOCUMENTS AVAILABLE THROUGH THE NATIONAL TECHNICAL INFORMATION SERVICE. (BH)
AIM/ARM: VT016248

3974 PUERTO RICAN PERSPECTIVES. 74
MAPP, EDWARD, ED.
NOTES: 171P.
BILINGUAL EDUCATION, CITY PROBLEMS, COMMUNITY PROBLEMS, DROPOUT RESEARCH, EDUCATIONAL NEEDS, EDUCATIONAL PROBLEMS, EMPLOYMENT PROGRAMS, ETHNIC STUDIES, FINE ARTS, HIGHER EDUCATION, MASS MEDIA, POLICE COMMUNITY RELATIONSHIP, PUERTO RICAN CULTURE, PUERTO RICANS, URBAN EDUCATION
THE CONTENTS OF THIS COMPENDIUM ARE ORGANIZED IN FOUR PARTS, AS FOLLOWS. PART ONE, FROM EDUCATION, INCLUDES THE FOLLOWING ESSAYS A POSITIVE VIEW OF BILINGUALISM, BEJAMIN PACHECO: PUERTO RICAN CHILDREN AND THE NEW YORK CITY PUBLIC SCHOOLS, LUIS FUENTES: WHY PUERTO RICAN STUDENTS DROP OUT OF SCHOOL AN EXPLANATORY ANALYSIS, ALEXANDER BAZQUEZ: A CASE FOR PUERTO RICAN STUDIES PROGRAMS, RICHARD RIVERA: AND, AFFIRMATIVE ACTION IN HIGHER EDUCATION, FRANK NEGRON. PART TWO, FROM THE ARTS, INCLUDES THE FOLLOWING ESSAYS TELEVISION AND THE PUERTO RICAN, MAPIFE HERNANDEZ: PUERTO RICANS IN AMERICAN FILMS PELICULAS SIN PERSONAJES, EDWARD MAPP: THE ANGUISH OF THE EXPATRIATE WRITER, LUIS QUERO-CHIESA: AND, THE PLAYWRIGHT AND THE PUERTO RICAN THEATRE, JAIME RUIZ-ESCOBAR. PART THREE, FROM THE COMMUNITY, INCLUDES THE FOLLOWING ESSAYS SELF-HELP EFFORTS IN THE PUERTO RICAN COMMUNITY, JACINTO MARRERO: REMINISCENCES OF TWO TURNED-ON PUERTO RICAN LIBRARIANS, LILLIAN LOPEZ, WITH PURA BELPRE: LIBRARY SERVICE TO PUERTO RICANS AN OVERVIEW, JOSE BETANCOURT: THE POLICE AS VIEWED BY NEW YORK CITY PUERTO RICANS, JOHN BAZQUEZ AND CHARLES BAHN: AND, RELIGION AND THE PUERTO RICANS IN NEW YORK, ANTONIO STEVENS-ARROYO. PART FOUR, FROM THE INDIVIDUAL, INCLUDES THE FOLLOWING ESSAYS THE PUERTO RICAN WOMAN IN BUSINESS, CELIA VICE: THE PUERTO RICAN PROFESSIONAL IN AMERICA, AMALIA BETANZOS: A PUERTO RICAN AMERICAN SPEAKS, LUIS MERCADO: AND, ACROSS THIRD AVENUE FREEDOM, HUMBERTO CINTRON. (JM)
ERIC: ED091461 SCARESCROW PRESS, INC., 52 LIBERTY ST., P.O. BOX 656, METUCHEN, N.J. 08882 ($6.00)

3975 PUMPING UP THE UNEMPLOYMENT RATE (CONT.) 1977
FORTUNE, VOL.95, NO.4, APRIL 1977, P. 68-69.
ECONOMICS, GOVERNMENT AGENCY, STATISTICS, UNEMPLOYMENT, UNEMPLOYMENT BENEFITS
INFLATED UNEMPLOYMENT STATISTICS HAVE BEEN ATTRIBUTED TO NEW TEENAGE AND FEMALE JOB FORCE ENTRANTS AND THE WORK DISINCENTIVES OF UNEMPLOYMENT COMPENSATION BENEFITS. ANOTHER DISTORTING FACTOR MAY BE GOVERNMENT AGENCY REQUIREMENTS FOR EMPLOYABILITY REGISTRATION AS A PREREQUISITE FOR WELFARE PAYMENTS.
MGMT: FOR7700068-2

3976 A PUSH FOR BLACK ENGINEERS 1977
BUSINESS WEEK, NO.2470, FEB 14, 1977, P. 124-12..
AFFIRMATIVE ACTION, CORPORATE RESPONSIBILITY, EDUCATION, MANAGEMENT, MINORITIES, SCIENCE, SOCIAL ISSUES, STUDENT, TRAINING AND DEVELOPMENT
CURRENT CORPORATE EFFORTS ENCOURAGE MINORITY STUDENTS TO STAY IN THE SCIENCE AND MATH PROGRAMS LEADING TO ENGINEERING DEGREES. IT WILL BE ANOTHER GENERATION BEFORE TODAYS JUNIOR HIGH STUDENTS WILL BE INTEGRATED INTO MANAGEMENT.
MGMT: BWE7791434

3977 PUT MBO TO WORK FOR MANPOWER TRAINING 1976
BURTON, G.E.
PERSONNEL, VOL.53, NO.2, MARCH-APRIL 1976, P. 54-60.
HUMAN RESOURCE DEVELOPMENT, HUMAN RESOURCE INVENTORY, MANAGEMENT, MBO, ORGANIZATION PLANNING, PERFORMANCE, TRAINING AND DEVELOPMENT
GIVES STEP-BY-STEP APPROACH FOR BUSINESS IN ASSESSING MANPOWER NEEDS BASED ON ORGANIZATIONAL GOALS AND THEN SHOWS THE USE OF MANAGEMENT BY OBJECTIVES TO ACHIEVE THE NECESSARY TRAINING AND DEVELOPMENT.
MGMT: PER7600054

3978 PUTTING IT ALL TOGETHER IN SUFFOLK COUNTY APR 76
BAKER, B. KIMBALL
WORKLIFE:1:4:2-6
PILOT PROJECTS, MANPOWER DEVELOPMENT, COUNTY PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, COMMUNITY AGENCIES (PUBLIC), STATE AGENCIES, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, JOB TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, NEW YORK

(CONT.)
3978 STATE EMPLOYMENT SERVICES, DEPARTMENT OF LABOR, WORK INCENTIVE PROGRAM
THE SUFFOLK COUNTY COORDINATED MANPOWER PROGRAM IN NEW YORK IS A PILOT PROJECT WHOSE PURPOSE IS TO ELIMINATE DUPLICATION IN EMPLOYER CONTACTS AND SERVICES DELIVERED. AGENCIES AT THE FEDERAL, STATE, AND LOCAL LEVELS WORK TOGETHER FOR A COMMON GOAL. DEFINITIVE RESULTS AWAIT DATA ANALYSIS, BUT DEVELOPMENTS ARE ENCOURAGING. (AUTHOR/AJ)
ERIC: EJ137390

3979 PUTTING MERIT BACK INTO THE MERIT SYSTEM SEP-OCT 72
GITTELL, MARILYN
SOCIAL POLICY:3:3:20-27
UNEMPLOYMENT, EMPLOYMENT PATTERNS, MERIT RATING PROGRAMS, MERIT PAY, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), EQUAL PROTECTION, MINORITY GROUPS, OCCUPATIONAL MOBILITY, EMERGENCY EMPLOYMENT ACT OF 1971
ERIC: EJ081175

3980 PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM AN OVERVIEW REPORT. 14 JAN 74
GORDON, JESSE E.;AND OTHERS
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 73P.
ADOPTION (IDEAS), AUDIOVISUAL COMMUNICATION, DIFFUSION, INFORMATION DISSEMINATION, INFORMATION RETRIEVAL, LEADERSHIP TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MANUALS, MATERIAL DEVELOPMENT, MODELS, PERSONNEL MANAGEMENT, RESEARCH UTILIZATION, SOCIAL SCIENCES, TASK PERFORMANCE, TRAINING TECHNIQUES, WORKSHOPS
THIS REPORT SUMMARIZED METHODOLOGY EMPLOYED TO DISSEMINATE SOCIAL SCIENCE KNOWLEDGE FOR USE IN MANPOWER AGENCIES IN A MANNER DESIGNED TO INCREASE THE PROBABILITY OF CORRECT APPLICATION OF THE KNOWLEDGE IN THE TASK PERFORMANCES OF MANPOWER WORKERS. THE REPORT COVERS METHODS OF RETRIEVING AND SYNTHESIZING RELEVANT RESEARCH, ORGANIZING THE KNOWLEDGE INTO DIFFUSABLE SETS OF MATERIALS, MEDIA USE, TEACHING/LEARNING STRATEGIES, AND METHODS OF DISSEMINATION THROUGH THE MANPOWER SYSTEM. METHODS EMPLOYED IN THE DEVELOPMENT OF A MANUAL ON ROLE MODELING AND ROLE PLAYING, A SET OF AUDIOTAPES PLUS WORKBOOKS ON SIMULATION AND IMITATION, AND A MULTI-MEDIA PACKAGE OF GROUP LEADERSHIP TECHNIQUES WORKSHOP MATERIALS ARE APPLIED TO THE DEVELOPMENT OF DIFFUSABLE MATERIALS WHOSE OBJECTIVE IS TO INCREASE THE CAPACITY OF LOCAL MANPOWER AGENCIES TO ADOPT NEW METHODS. THUS A TOTAL MODEL FOR DEVELOPMENT WORK COMPRISING RETRIEVAL, MEDIA AND METHODS OF COMMUNICATION, DIFFUSION, AND ADOPTION IS GENERATED. (AUTHOR)
ERIC: ED090096 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 ($1.45 MF)

3981 PUTTING THE CUFFS ON CAPITALISM 1975
GUZZARDI, W. JR.
FORTUNE, APRIL 1975, P. 104-107+.
CAPITALISM, CORPORATE RESPONSIBILITY, ECONOMIC GROWTH, ECONOMICS, EEO, GOVERNMENT INTERVENTION, INDUSTRIAL RELATIONS, MANAGEMENT, PUBLIC WELFARE, QUALITY OF LIFE, SOCIAL SECURITY, TAXATION, UNEMPLOYMENT, WAGES
FREE ENTERPRISE IN UNITED STATES BRINGS PROBLEMS OF BANKRUPTCY, UNEMPLOYMENT, AND FLUCTUATION OF LIVING STANDARDS.
MGMT: FOR7500104

3982 PUTTING VETERANS TO WORK FOR UNCLE SAM FEB 75
LEMASURIER, JOSEPH;KASZUBA, MICHAEL J.
MANPOWER:7:2:9-11
WORK STUDY PROGRAMS, VETERANS, FEDERAL PROGRAMS, EMPLOYMENT PROBLEMS, JOB DEVELOPMENT, JOB TRAINING, JOB PLACEMENT, VETERANS READJUSTMENT APPOINTMENT, VIETNAM, CIVIL SERVICE
ERIC: EJ112062

3983 PWEDA AREA EMPLOYMENT AND UNEMPLOYMENT, 1975 ANNUAL AVERAGES SEP 76
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. DIV. OF LOCAL AREA UNEMPLOYMENT STATISTICS.
NOTES: 10P
MANPOWER, EMPLOYMENT, UNEMPLOYMENT, ECONOMIC SURVEYS, ELIGIBILITY, PUBLIC WORKS AND ECONOMIC DEVELOPMENT ACT OF 1965, ANNUAL SUMMARIES, LABOR FORCE, NTISLABLSP
THIS PUBLICATION INCLUDES ESTIMATES OF THE LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT FOR AREAS ELIGIBLE FOR ASSISTANCE UNDER THE PUBLIC WORKS AND ECONOMIC DEVELOPMENT ACT OF 1965 AS AMENDED (PWEDA). THE DATA THAT FOLLOW ARE PUBLISHED IN ACCORDANCE WITH THE REQUIREMENTS OF CIRCULAR A-46 OF THE OFFICE OF MANAGEMENT AND BUDGET. THE DATA ARE THE PRODUCT OF A FEDERAL/STATE COOPERATIVE PROGRAM IN WHICH STATE EMPLOYMENT SECURITY AGENCIES PREPARE LABOR FORCE AND UNEMPLOYMENT ESTIMATES USING CONCEPTS, DEFINITIONS, AND TECHNICAL PROCEDURES ESTABLISHED BY THE BUREAU OF LABOR STATISTICS. BECAUSE OF THE SMALL SIZE OF MANY OF THE AREAS, AS WELL AS LIMITATIONS OF THE DATA INPUTS, THESE ESTIMATES ARE SUBJECT TO CONSIDERABLE STATISTICAL ERROR. READERS ARE CAUTIONED THAT THE DATA HAVE BEEN DEVELOPED SOLELY TO SATISFY A PROGRAM NEED UNDER PWEDA AND SHOULD NOT BE USED FOR TIME SERIES ANALYSIS. TO FIND WHAT COUNTIES ARE COVERED BY THIS PUBLICATION WRITE TO BUREAU OF LABOR STATISTICS, 441 G STREET NW, WASHINGTON, D.C. 20212 ATTN MR. MARTIN ZIEGLER.
NTIS: PB-257 028/1ST NTIS PRICES PC$3.50/MF$3.00

3984 PYRO--SWEDENS UNIQUE CAREER EDUCATION FOR ALL SECONDARY SCHOOL STUDENTS F 75
BELDING, ROBERT E.
WESTERN EUROPEAN EDUCATION:7:3:37-45
COMPARATIVE EDUCATION, EDUCATIONAL PROGRAMS, PROGRAM DESCRIPTIONS, CAREER EDUCATION, WORK EXPERIENCE PROGRAMS, COOPERATIVE EDUCATION, JOB TRAINING, EDUCATIONAL INNOVATION, SECONDARY EDUCATION, SWEDEN
SWEDENS PROGRAM FOR PRACTICAL WORK ORIENTATION FOR SECONDARY LEVEL STUDENTS IS DESCRIBED. (DE)
ERIC: EJ128574

3985 Q A 1977
MARGOLIS, J.; WARREN, A.; SUTTON, E.; WRIGHT, C.
TRAINING AND DEVELOPMENT JOURNAL, JAN 1977, P. 18-21.
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, PROFESSIONAL RESPONSIBILITY, TRAINING AND DEVELOPMENT
CURRENT ISSUES IN HUMAN RESOURCE DEVELOPMENT INCLUDE RETRAINING THE SCHOLAR FOR THE JOB, WHOLE PERSON TRAINING, MINORITY TRAINING, AND CAREER PLANNING.
MGMT: TDJ77A0018

3986 QUALIFYING THE NEGRO FOR PROFESSIONAL EMPLOYMENT. 70
CRANE, DONALD PAUL
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 143P.; PH.D. DISSERTATION, GEORGIA STATE UNIVERSITY
CAREER OPPORTUNITIES, LABOR TURNOVER, NEGRO EMPLOYMENT, NEGROES, PERSONNEL SELECTION, PROFESSIONAL PERSONNEL, PROMOTION (OCCUPATIONAL), RACIAL DIFFERENCES, RECRUITMENT, SALARY DIFFERENTIALS, VOCATIONAL DEVELOPMENT, WORK ATTITUDES, ATLANTA
THIS STUDY ANALYZES DIFFERENCES IN THE CAREER DEVELOPMENT OF WHITE AND BLACK SALARIED EMPLOYEES AND DESCRIBES SPECIFIC COMPANY DEVELOPMENT PROGRAMS FOR NEGROES. DATA WERE GATHERED IN INTERVIEWS WITH 58 BLACK EMPLOYEES, THEIR WHITE COUNTERPARTS, THEIR SUPERVISORS, AND THE PERSONNEL OFFICERS OF THE 25 ATLANTA EMPLOYERS. THE FINDINGS INDICATE THAT NEGROES HAVE MORE NEGATIVE ATTITUDES, LESS EXPOSURE TO OUTSIDE TRAINING, FEWER SALARIED PROMOTIONS, AND GREATER TURNOVER. (AUTHOR/BH)
ERIC: ED056196 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 192 150, MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

3987 QUALITY CONTROL WORKER (CAN. + PRESERV.) 529.387--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD STANDARDS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, QUALITY CONTROL, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067422

3988 QUALITY OF LIFE FACTORS IN BUSINESS LOCATION DECISIONS 1977
MANDELL, L.
ATLANTA ECONOMIC REVIEW, VOL.27, NO.1, JAN-FEB 1977, P. 4-7. BIBLIOG. 3
COST, LABOR FORCE, LABOR MARKET, MANAGEMENT, PRODUCTIVITY, RELOCATION
STATISTICS STUDY TO DETERMINE THE FACTORS THAT INFLUENCE THE DECISION TO RELOCATE A BUSINESS. FACTORS INCLUDED TAX RATES, COST OF LABOR, AVAILABILITY OF TRANSPORTATION, LABOR PRODUCTIVITY AND LABOR SUPPLY.
MGMT: ATR77A0004

3989 THE QUALITY OF WORK AVAILABLE TO COLLEGE EDUCATED WOMEN AND MEN. 70
KAUN, DAVID E.
NOTES: 35P.
COLLEGE GRADUATES, DEMAND OCCUPATIONS, EMPLOYMENT PATTERNS, FEMALES, HIGHER EDUCATION, JOB ANALYSIS, MALES, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, PERSONNEL DATA, SALARIES, SEX DISCRIMINATION
THE FIRST PART OF THIS PAPER PROVIDES A REVIEW OF THE CURRENT DEBATE REGARDING LABOR MARKET DISCRIMINATION OF WOMEN IN TERMS OF PAY AND OCCUPATIONAL CHOICE. A REVIEW OF THE VARIOUS CAUSAL FACTORS OFFERED IN EXPLAINING THIS DISCRIMINATION IS GIVEN. THE SECOND PART OF THE PAPER IS CONCERNED WITH THE QUALITY OF WORK OBTAINED BY WOMEN AND MEN IN TWO EDUCATION CLASSES, THOSE WITH FOUR YEARS OF COLLEGE, AND THOSE WITH FIVE OR MORE YEARS OF COLLEGE. DESCRIPTIVE CHARACTERISTICS OF WORK FOR DETAILED OCCUPATIONS, TAKEN FROM THE

(CONT.)
3989 DICTIONARY OF OCCUPATIONAL TITLES, ARE APPLIED TO 1960 CENSUS OF POPULATION OCCUPATION DATA. THE QUALITATIVE CHARACTERISTICS INCLUDE INTELLECTUAL REQUIREMENTS: EDUCATIONAL AND TRAINING REQUIREMENTS: PHYSICAL WORKING CONDITIONS: INTERESTS AND TEMPERAMENTS: AND SOCIO-ECONOMIC PRESTIGE LEVELS OF EACH OCCUPATION. THIS ANALYSIS INDICATES THAT IN GENERAL THE WORK AVAILABLE TO COLLEGE EDUCATED WOMEN IS LESS CHALLENGING, UTILIZES THEIR TRAINING TO A LESSER DEGREE, OFFERS LITTLE OPPORTUNITY FOR WORK WITH ABSTRACTIONS OR OF A CREATIVE NATURE, AND HAS LOWER SOCIO-ECONOMIC PRESTIGE, AS COMPARED TO MEN WITH THE SAME EDUCATION. CUSTOM, LABOR MARKET INSTITUTIONS, AND DISCRIMINATION ARE THE PRIME CAUSAL FACTORS FOR THESE DIFFERENCES. (AUTHOR)
ERIC: ED080053

3990 THE QUALITY OF WORK TROIKA IN PERSPECTIVE 1975
SHERMAN, G.
THE PERSONNEL ADMINISTRATOR, VOL.20, NO.3, MAY 1975, P. 17-21.
GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LAYOFF, MOTIVATION, PARTICIPATIVE MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTIVITY, SUPERVISION, WORKING CONDITIONS
THE RAMIFICATIONS OF IGNORING THE MOTIVATIONS AND NEEDS OF INDIVIDUAL WORKERS UPON THE PRODUCTIVITY OF A FREE ENTERPRISE BUSINESS.
MGMT: PA075E0017

3991 THE QUALITY OF WORKING LIFE AN ANNOTATED BIBLIOGRAPHY, 1957-1972. 72
TAYLOR, JAMES C.;AND OTHERS
CALIFORNIA UNIV., LOS ANGELES. CENTER FOR ORGANIZATIONAL STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 579P.
ABSTRACTS, ANNOTATED BIBLIOGRAPHIES, EMPLOYEE ATTITUDES, INDEXES (LOCATERS), JOB SATISFACTION, POLICY FORMATION, RESEARCH METHODOLOGY, SELF ACTUALIZATION, SELF CONCEPT, TABLES (DATA), WORK ENVIRONMENT
DESIGNED TO PROVIDE A BASIS FOR EVALUATION, PLANNING, RESEARCH, CHANGE STRATEGY DEVELOPMENT, AND POLICY FORMATION WITH RESPECT TO CREATING CONDITIONS FOR HUMANE WORKING LIFE. THIS ANNOTATED BIBLIOGRAPHY CONTAINS PUBLISHED AND UNPUBLISHED EMPIRICAL RESEARCH DEALING WITH THE QUALITY OF WORKING LIFE (QWL). THE ARTICLES, BOOKS, AND CASE STUDIES WERE SELECTED ON THE BASIS OF WHETHER THEY INVOLVED AN ASSOCIATION BETWEEN A BEHAVIORAL MEASURE OF AT LEAST ONE OF THE 11 CRITERIA SELECTED TO REPRESENT QWL AND WHATEVER INDIVIDUAL, WORK, OR ORGANIZATIONAL FACTOR WAS MEASURED. ENTRIES ARE ARRANGED ALPHABETICALLY BY TITLE IN ONE OF THREE SECTIONS (PUBLISHED ARTICLES, BOOKS, AND UNPUBLISHED MATERIALS), AND EACH ENTRY INCLUDES THE TITLE, PUBLICATION INFORMATION, AND AN ABSTRACT CONTAINING A SUMMARY OF THE MAJOR METHODOLOGICAL DIMENSIONS, FOLLOWED BY A CONDENSED REPORT OF THE EMPIRICAL ASSOCIATIONS FOUND BETWEEN ONE OR MORE OF THE QWL PARAMETERS AND SOME OTHER WORK, ORGANIZATION, OR INDIVIDUAL FACTOR. SEVERAL TABLES DISPLAYING THE FREQUENCY OF ASSOCIATION BETWEEN QWL PARAMETERS AND WORK, ORGANIZATION, OR INDIVIDUAL FACTORS AND AN INDEX ARE APPENDED. (SB)
ERIC: ED078158

3992 QUALITY OF WORKING LIFE AND PRODUCTIVITY: THE DOUBLE PAY-OFF 1977
ROSOW, J.M.
VITAL SPEECHES, VOL.43, NO.16, JUNE 1, 1977, P. 496-498.
EMPLOYEE BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MOTIVATION, PERFORMANCE, PRODUCTIVITY, WORKING CONDITIONS
ALTHOUGH PRODUCTIVITY AND WORKING CONDITIONS ARE OFTEN VIEWED AS SEPARATE ISSUES, THEY ARE IN FACT RELATED. THE HUMAN ELEMENT IN THE PRODUCTION PROCESS IS OFTEN UNDERESTIMATED.
MGMT: VIT77F0496

3993 THE QUALITY OF WORKING LIFE. AN ANNOTATED BIBLIOGRAPHY, 1957-1972 JAN 73
TAYLOR, JAMES C.;LANDY, JUDITY;LEVINE, MARK;KAMATH, DIVAKER R.
CALIFORNIA UNIV., LOS ANGELES. CENTER FOR ORGANIZATIONAL STUDIES.
CONTRACT NO. DL-81-06-72-09
NOTES: 594P
EMPLOYMENT, BIBLIOGRAPHIES, OMPER
THE ANNOTATED BIBLIOGRAPHY REPRESENTS AN ATTEMPT TO SYSTEMATICALLY REVIEW AND ABSTRACT WHAT HAS BEEN LEARNED AND REPORTED ON THE QUALITY OF WORKING LIFE IN THE PAST DECADE AND A HALF. SPECIFICALLY, IT IS THE INITIAL STEP IN REVEALING AND CLASSIFYING EMPIRICAL RESEARCH DEALING WITH THE QUALITY OF WORKING LIFE AS THE PHENOMENOLOGICAL EXPERIENCE OF PEOPLE AT WORK.
NTIS: PB-213 390/4 NTIS PRICES PC$6.00/MF$0.95

3994 A QUANTITATIVE DECISION-MAKING GUIDE TO FOUR-DAY WORKWEEK CONVERSION 1976
DAVIS, H.J.; BLALACK, R.D.; WEAVER, K.M.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.2, FEB 1976, P. 45-50.
ABSENTEEISM, FLEXIBLE SCHEDULE, FOUR DAY WORK WEEK, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTIVITY, SURVEY, TURNOVER
RESULTS OF A SURVEY OF COMPANIES EXPERIENCED IN THE USE OF A FOUR DAY WEEK ARE USED IN A REGRESSION ANALYSIS TO INVESTIGATE THE RELATIONSHIP BETWEEN THE FOUR-DAY WEEK AND EMPLOYEE ABSENTEEISM, TURNOVER, PRODUCTIVITY AND JOB SATISFACTION. OTHER VARIABLES WHICH MAY AFFECT THE SUCCESSFUL IMPLEMENTATION OF A FOUR-DAY WEEK ARE ALSO CONSIDERED.
MGMT: PA0768O045

3995 QUANTITATIVE MEASURE OF NEED FOR AVIATION-ORIENTED TECHNICAL PERSONNEL IN SOUTHWEST REGION. FEASIBILITY STUDY FOR COCHISE COLLEGE, DOUGLAS, ARIZONA. 05JAN66
THOMASON, LESLIE L.
CESSNA AIRCRAFT CO., WICHITA, KANS.
AVIATION TECHNOLOGY, CURRICULUM, CURRICULUM DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, FEASIBILITY STUDIES, JUNIOR COLLEGES, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, COCHISE COLLEGE, DOUGLAS, WICHITA
CONDUCTED FOR COCHISE COLLEGE BY THE CESSNA AIRCRAFT COMPANY, THIS STUDY ASSESSED THE EMPLOYMENT NEEDS FOR TECHNICALLY TRAINED PERSONNEL. EXAMINATION OF GOVERNMENT RECORDS, STATISTICAL ANALYSIS, AND COMMUNICATION WITH INDIVIDUALS AND GROUPS SHOWED THAT FIVE OF SIX MAJOR EMPLOYERS OF AIRFRAME AND POWERPLANT (A AND P) MECHANICS PREFERRED MECHANICS TRAINED AT SCHOOLS APPROVED BY THE FEDERAL AVIATION AGENCY, OF WHICH THERE ARE ONLY 66 IN THE UNITED STATES. THE PRESENT 236 SUCH MECHANICS ARE EXPECTED TO INCREASE TO 475 IN 1975. WITH THE ADDITION OF REPLACEMENTS, THE STUDY INDICATES THAT, BETWEEN 1965 AND 1975, 884 NEWLY TRAINED PERSONNEL WILL BE NEEDED IN ARIZONA. THE AUTHOR CONCLUDES THAT COCHISE COLLEGE WOULD BE JUSTIFIED IN ESTABLISHING AN A AND P MECHANICS PROGRAM AND RECOMMENDS CLOSE COORDINATION WITH THE STATE AERONAUTICS COMMISSION, THE ARIZONA AVIATION TRADES ASSOCIATION, AND THE UTILITY AIRPLANE COUNCIL. (WO)
ERIC: ED012597

3996 A QUANTITATIVE MODEL FOR MANPOWER DECISION MAKING 1976
KAHALAS, H.; GRAY, D.A.
OMEGA, VOL.4, NO.6, 1976, P. 685-697. BIBLIOG. 15
DECISION MODELS, EMPLOYEE FORECASTING, INFORMATION SYSTEMS, LABOR FORCE, MANAGEMENT, OPERATIONS RESEARCH, OPTIMIZATION, PERSONNEL MANAGEMENT, PLANNING, QUANTITATIVE METHODS
TECHNOLOGICAL, DEMOGRAPHIC AND GOVERNMENTALLY INDUCED CHANGES AFFECT MANPOWER PLANNING. A MANPOWER DECISION MAKING MODEL IS DEVELOPED CONSIDERING CONSTRAINTS OF A TRAINING PROGRAM AND ITS BUDGET. MANPOWER PLANNING MUST BECOME MORE SOPHISTICATED.
MGMT: OME7640635

3997 QUANTITATIVE RESEARCH ON THE MINIMUM WAGE 1975
GOLDFARB, R.S.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 44-46.
EARNINGS, ECONOMIC TRENDS, ECONOMICS, MINIMUM WAGE, PRODUCTION, UNEMPLOYMENT
EXAMINATION OF THE IMPACT OF MINIMUM WAGE LEGISLATION ON UNEMPLOYMENT OR DISEMPLOYMENT, PARTICULARLY AMONG TEENAGERS.
MGMT: UML7530044

3998 THE QUANTITY OF WORK IN AMERICA 1976
PETERFREUND, S.
PERSONNEL, VOL.53, NO.1, JAN/FEB 1976, P. 55-60.
ECONOMICS, FULL EMPLOYMENT, JOB DEVELOPMENT, UNEMPLOYMENT
ANALYSIS OF EMPLOYMENT SITUATION AND SUGGESTED WAYS OF INCREASING EMPLOYMENT.
MGMT: PER76A0055

3999 THE QUEBEC ECONOMY IN PERSPECTIVE: 1961 TO 1976 1977
LUSSIER, P.
CANADIAN BUSINESS REVIEW, VOL.4, NO.2, SPRING 1977, P. 13-17.
CANADA, CAPITAL EXPENDITURE, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, GNP, INVESTMENT, LABOR MARKET, MANUFACTURING, SERVICE INDUSTRY, VALUE ADDED
MANUFACTURING IS LIKELY TO DETERMINE QUEBECS PROSPECTS IN COMING YEARS, WITH THE POOR LABOR MARKET PERFORMANCE POINTING UP THE WEAKNESS IN THE ECONOMY TO THIS TIME. COMMERCIAL POLICY OR PROXIMITY TO MARKETS AND PRODUCTION MAY HAVE AFFECTED MANUFACTURING, OR JUST OBSOLETE INDUSTRIAL STRUCTURE.
MGMT: CBU77N0013

4000 THE QUESTION OF MOBILITY IN CAREER DEVELOPMENT FOR BLACK PROFESSIONALS 1975
BENSON, C.A.
PERSONNEL JOURNAL, VOL.54, NO.5, MAY 1975, P. 272-274+.
CAREER DEVELOPMENT, EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT
AS FAR AS UPWARD MOBILITY ON THE JOB FOR BLACK PROFESSIONALS IS CONCERNED, THERE MUST BE NON-PREJUDICIAL THINKING ON THE PART OF RECRUITERS, COLLEGES, MIDDLE MANAGERS AND COMPANIES. BLACK PROFESSIONALS THEMSELVES MUST STRIVE TOWARD JOB ADVANCEMENT.
MGMT: PEJ7540272

4001 QUEUEING TABLES FOR DETERMINING SYSTEM MANNING AND RELATED SUPPORT REQUIREMENTS DEC 64
PURVIS, R. E.;MCLAUGHLIN, R. L.;MALLORY, W. K.
RCA SERVICE CO CAMDEN N J
CONTRACT NO. AF33 657 11607
DISTRIBUTION LIMITATION NOW REMOVED. NOTE ONLY 35MM MICROFILM IS AVAILABLE. NO MICROFICHE.
NOTES: 1710
MILITARY OPERATIONS, PROGRAMMING (COMPUTERS), MANPOWER, QUEUEING THEORY, QUEUEING THEORY, TABLES(DATA), FORTRAN, LOGISTICS SUPPORT, TRADEOFFS, NTISDODXD
THERE HAS BEEN A NEED FOR A METHOD BY WHICH TO QUANTITATIVELY PREDICT MANNING REQUIREMENTS OF VARIOUS SYSTEM DESIGNS, AND ESPECIALLY WITHIN ANY ONE DESIGN TO DEPICT THE PROBABLE INTERPLAY BETWEEN SUCH SYSTEM ELEMENTS AS PERSONNEL, OPERATIONAL

(CONT.)
4001 PERFORMANCE, AND LOGISTIC SUPPORT IF THAT DESIGN IS DEVELOPED. THIS REPORT CONTAINS QUEUING TABLES WHICH WERE DEVELOPED TO BE DIRECTLY APPLICABLE TO CHARACTERISTICS OF MILITARY SYSTEMS HAVING QUANTITATIVE SPARES, PERSONNEL, COMPONENT FAILURE RATES, AND OPERATIONAL READINESS PERFORMANCE REQUIREMENTS. THE TABLES PROVIDE A READY MEANS OF ESTIMATING THE PERFORMANCE CAPABILITY OF A COMPLEX SYSTEM WHICH DEPENDS UPON CAPABILITIES OF DISTINCT SUPPORT UNITS. THE TABLES ALSO PROVIDE A MANUAL MEANS OF PERFORMING TRADEOFF ANALYSES BETWEEN PERSONNEL, LOGISTIC SUPPORT COMPONENTS, TEST EQUIPMENTS, COMPONENT RELIABILITY AND MAINTAINABILITY, AND THE NUMBER OF SYSTEMS TO BE SUPPORTED. EXAMPLES OF THE PRACTICAL APPLICATIONS OF THE TABLES ARE INCLUDED. (AUTHOR)
NTIS: AD-458 206/0ST   NTIS PRICES PC A99/MF A01

4002 QUICKLY GIVE THE CORPS A MIDDLE CLASS ANSWER   JUN-JUL 73
ALBIN, ROCHELLE
URBAN REVIEW:6:5-6:32-34
TEST BIAS, SOCIAL DISCRIMINATION, MANPOWER DEVELOPMENT, FEDERAL PROGRAMS, INTELLIGENCE TESTS, MIDDLE CLASS CULTURE, DISADVANTAGED YOUTH, SCREENING, JOB CORPS, AMMONS AND AMMONS QUICK TEST
A CRITICAL EVALUATION OF THE AMMONS AND AMMONS QUICK TEST, A TEST OF VERBAL-PERCEPTUAL TEST WHICH IS PART OF THE APPLICANT SCREENING PROCEDURE OF THE JOB CORPS. (JM)
ERIC: EJ083634

4003 A QUIET REVOLUTION: 1933-1976   1976
LEACH, R.H.
STATE GOVERNMENT, VOL.49, NO.2, SPRING 1976, P. 79-85. BIBLIOG. 10
CENTRALIZATION, CITIES, CONGRESS, DEPRESSION, ECONOMIC GROWTH, ECONOMIC HISTORY, ECONOMICS, EXPANSION, FEDERAL GOVERNMENT, GOVERNMENT AGENCY, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, LEGISLATION, POLITICS, PUBLIC AFFAIRS, REVENUE, SOCIAL ISSUES, STATE GOVERNMENT, UNEMPLOYMENT, UNITED STATES
THE IMPACT OF DEPRESSION ON THE STATE GOVERNMENTS AND CITIES IS STUDIED. THE COOPERATIVE FEDERALISM AND ITS SUCCESSFUL OPERATION IS DESCRIBED. THE GOVERNMENTAL EFFORTS IN VARIOUS AREAS OF PUBLIC LIFE AND SOCIETY HAVE INCREASED REMARKABLY. THE PUBLIC REACTION TO THE ROLE OF GOVERNMENT IS ALSO EXAMINED.
MGMT: STG76N0079

4004 QUITMAN COUNTY CENTER FOR LEARNING AND EDUCATIONAL DEVELOPMENT FINAL PROJECT REPORT. 70
MARY HOLMES COLL., WEST POINT, MISS.: QUITMAN CENTERS FOR LEARNING, MARKS, MISS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. DIV. OF ADULT BASIC EDUCATION.
GRANT NO. OEG-0-8-034156-4368(324)
NOTES: 45P.: FOR RELATED DOCUMENTS SEE CE 002 775 AND 776
ADULT BASIC EDUCATION, ADULT EDUCATION PROGRAMS, CONTINUATION EDUCATION, DEMONSTRATION PROJECTS, EDUCATIONAL IMPROVEMENT, MATERIAL DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, REGIONAL PROGRAMS, RELEVANCE (EDUCATION), STUDENT DEVELOPED MATERIALS, TEACHER DEVELOPED MATERIALS, TEACHING METHODS, VOLUNTEERS, MISSISSIPPI, QUITMAN COUNTY
THE OVERALL PURPOSE OF THE QUITMAN COUNTY DEMONSTRATION PROJECT WAS (1) TO IDENTIFY, DEMONSTRATE, AND TEST EFFECTIVE AND INNOVATIVE PROCEDURES FOR IMPLEMENTING A COMMUNITY BASED, VOLUNTARY PROGRAM IN ADULT BASIC EDUCATION (ABE): (2) TO DEVELOP AND VALIDATE NEW APPROACHES IN TRAINING THE INSTRUCTIONAL LEADERSHIP FOR ADULT BASIC EDUCATION THROUGH THE USE OF PREPROFESSIONAL TEACHERS: AND (3) TO DEVELOP NEW AND MORE RELEVANT LEARNING MATERIALS. PROJECT ACTIVITIES INVOLVED THREE PHASES (1) EVALUATION, (2) PLANNING ACTIVITY, AND (3) EXPERIMENTAL AND DEMONSTRATION CLASSES. SIGNIFICANT FINDINGS OF THE STUDY AS THEY RELATE TO ADULT BASIC EDUCATION INCLUDED (1) THE DEVELOPMENT AND USE OF STUDENT-TEACHER GENERATED MATERIALS HAS AN IMPORTANT ROLE: (2) INDIVIDUALIZED INSTRUCTION IS INFERIOR TO A COMBINATION OF GROUP AND INDIVIDUAL INSTRUCTIONAL METHODS: (3) EFFECTIVE INSTRUCTIONAL LEADERSHIP RECRUITED FROM THE POOR IS MOST EFFECTIVE: AND (4) CONSTRUCTIVE ENVIRONMENTAL CHANGES CAN GROW OUT OF ADULT BASIC EDUCATION. QUITMAN COUNTY STATISTICS AND BACKGROUND INFORMATION, THE PROJECTS HISTORY, AND A STAFF LIST ARE PROVIDED IN THE APPENDIX. (MW)
ERIC: ED101063

4005 QUOTAS AND THE SAN FRANCISCO POLICE: A SERGEANTS DILEMMA   1977
BALZAR, A.J.
PUBLIC ADMINISTRATION REVIEW, VOL.37, NO.3, MAY/JUNE 1977, P. 276-285. BIBLIOG. 27
EQUAL EMPLOYMENT OPPORTUNITY, HIRING, MANAGEMENT, MINORITIES, PUBLIC ADMINISTRATION, QUOTAS, RECRUITMENT, TESTING, TRAINING AND DEVELOPMENT
THE QUOTA SYSTEM FOR HIRING MINORITIES IN SAN FRANCISCO SUFFERS BECAUSE OF LOWERING STANDARDS AND PERSONNEL ALIENATION. A COMPREHENSIVE STUDY TO DETERMINE THE SKILLS NECESSARY FOR COMPETENCY MUST BE MADE AND A TRAINING PROGRAM ESTABLISHED TO TRANSFER THESE SKILLS TO MINORITIES.
MGMT: PAR77E0276

4006 R+D ACTIVITIES OF INDEPENDENT NONPROFIT INSTITUTIONS, 1973.   APR 75
HUCKENPAHLER, J. G.
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 144P.: OCCASIONAL LIGHT TYPE
DEVELOPMENT, FEDERAL AID, MANPOWER NEEDS, NATIONAL SURVEYS, RESEARCH, RESEARCH AND DEVELOPMENT CENTERS, SCIENCE EDUCATION, SCIENTIFIC RESEARCH, SURVEYS, NATIONAL SCIENCE FOUNDATION, NSF

(CONT.)

4006 THIS REPORT PRESENTS DATA IN TABULATED FORM. THE SURVEY COVERED ALL SUCH INSTITUTIONS IN THE COUNTRY KNOWN OR BELIEVED TO HAVE ALLOCATED AT LEAST $100,000 TO INTRAMURAL R+D PERFORMANCE, AND CONTAINS DATA ON SCIENTISTS, ENGINEERS, AND TECHNICIANS EMPLOYED, AND ON CURRENT AND CAPITAL EXPENDITURES ASSOCIATED WITH THE CONDUCT OF RESEARCH AND DEVELOPMENT. SUMMARY DATA, CLASSIFIED BY TYPE AND SIZE OF ORGANIZATION AND BY STATE, ARE PRESENTED. HIGHLIGHTS IN THE REPORT SHOW (1) INDEPENDENT NONPROFIT INSTITUTIONS EMPLOYED OVER 26,000 SCIENTISTS AND ENGINEERS IN OCTOBER 1973, AND 88 PERCENT OF THESE WERE PRIMARILY ENGAGED IN RESEARCH AND DEVELOPMENT; (2) R+D EXPENDITURES OF INDEPENDENT NONPROFIT INSTITUTIONS DURING 1973 TOTALED $1,006 MILLION, WITH THE FEDERAL GOVERNMENT BEING THE SOURCE OF 69 PERCENT OF THE FUNDS; (3) OF THE TOTAL R+D EXPENDITURE, THE LARGEST AMOUNT WAS ALLOCATED TO THE LIFE SCIENCES--37 PERCENT, ENGINEERING FOR 28 PERCENT, AND THE SOCIAL SCIENCES FOR 14 PERCENT. TECHNICAL NOTES, STATISTICAL TABLES, A REPRODUCTION OF THE COVERING LETTER, SUMMARY QUESTIONNAIRE, AND INSTRUCTIONS ARE PRESENTED IN THE APPENDICES. (AUTHOR/EB)

ERIC: ED111640 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 038-000-00224, $1.90)

4007 R+D UTILIZATION STRATEGIES AND FUNCTIONS AN ANALYTICAL COMPARISON OF FOUR SYSTEMS. FINAL REPORT. 73

HAVELOCK, RONALD G.;LINGWOOD, DAVID A.

MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 393P.

ATTITUDES, COMPARATIVE ANALYSIS, DIFFUSION, FEDERAL AID, FEDERAL GOVERNMENT, FEDERAL PROGRAMS, INFORMATION DISSEMINATION, INFORMATION NEEDS, INFORMATION NETWORKS, INFORMATION UTILIZATION, RESEARCH, RESEARCH AND DEVELOPMENT CENTERS, SYSTEMS ANALYSIS, TELECOMMUNICATION, USE STUDIES, LINKAGE

RESEARCH STUDIED THE ACTIVITIES OF FOUR SPECIAL UNITS SET UP BY FOUR FEDERAL AGENCIES TO HANDLE THE DIFFUSION AND UTILIZATION OF THEIR RESPECTIVE RESEARCH PRODUCTS. COMPARATIVE FUNCTIONAL PROFILES OF EACH UNIT WERE FIRST DEVELOPED AND REVISED TO CONSTITUTE A CONSENSUS SELF-PORTRAIT. NEXT, DATA ON THE RESEARCH UTILIZATION NETWORKS OF TWO OF THE UNITS WERE OBTAINED FROM QUESTIONNAIRES. SUBSEQUENTLY, TWO INTERFACE CONFERENCES WERE CONVENED INVOLVING SUB-SAMPLES OF THOSE SURVEYED IN THE NETWORK STUDY. A THEORETICAL MODEL WAS THEN DEVELOPED TO DESCRIBE A RESOURCE-USER PROBLEM-SOLVING DIALOGUE WITHIN WHICH IT WAS POSSIBLE TO ANALYZE ALL FUNCTIONS AND ACTIVITIES OF DIFFUSION AND UTILIZATION AGENCIES. COMMUNICATION NETWORK MAPS WERE DRAWN TO DEPICT THE TYPES AND FLOW OF INFORMATION. MAJOR FINDINGS WERE THAT 1) RESEARCH INFORMATION WAS RARELY SOUGHT IN CRISES; 2) ATTITUDES TOWARD DISSEMINATION AND UTILIZATION WERE DOMINATED BY IDEOLOGIES TERMED LINKAGE, USER-CENTERING, RESEARCH DEVELOPMENT AND CAPACITY; AND 3) THE MOST IMPORTANT ELEMENTS IN THE DISSEMINATION AND UTILIZATION SYSTEM WHICH NEEDED IMPROVEMENT WERE A) LINKAGE, B) DIAGNOSIS OF USER NEEDS, AND C) PLANNING AND ORGANIZATION OF THE OVERALL DISSEMINATION AND UTILIZATION SYSTEM. (AUTHOR/PB)

ERIC: ED088421

4008 RACE, EDUCATION, AND JOBS: TRENDS 1960-1970. APR 71

MILNER, MURRAY

CENTER FOR POLICY RESEARCH, NEW YORK, N.Y.

NOTES: 16P.; PAPER PRESENTED AT THE EASTERN PSYCHOLOGICAL ASSOCIATION MEETING, NEW YORK, N.Y., APRIL 1971

ACADEMIC ACHIEVEMENT, DATA ANALYSIS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT, EQUAL OPPORTUNITIES (JOBS), MINORITY GROUPS, OCCUPATIONAL SURVEYS, RACISM

THIS RESEARCH REPORT EXPLORED THE EXTENT TO WHICH OCCUPATIONAL DIFFERENCES BETWEEN WHITES AND BLACKS ARE DUE TO EDUCATION (AND OTHER UNIVERSALISTIC CRITERIA) VERSUS THE EXTENT TO WHICH THEY ARE DUE TO OUTRIGHT RACIAL DISCRIMINATION IN HIRING AND PROMOTION PRACTICES. PREVIOUS RESEARCH FINDINGS MIGHT BE USED TO CONCLUDE THAT ATTEMPTS TO REDUCE RACIAL INEQUALITY THROUGH EXPANDED EDUCATIONAL OPPORTUNITY IS A RELATIVELY POOR AND LOW-YIELDING INVESTMENT. HOWEVER, DATA FROM THE BUREAU OF LABOR STATISTICS WERE USED TO EXAMINE THE POSSIBILITIES OF REDUCING WHITE-NONWHITE OCCUPATIONAL DIFFERENCES THROUGH HIGHER EDUCATIONAL LEVELS OF MINORITY GROUPS. FINDINGS SUGGESTED TWO POLICY IMPLICATIONS (1) ATTEMPTS TO INCREASE EDUCATIONAL ATTAINMENT SHOULD BE FOCUSED AT THE COLLEGE LEVEL, AND (2) DIRECT ENFORCEMENT OF ANTI-DISCRIMINATION SHOULD BE FOCUSED ON MIDDLE STATUS JOBS WHICH ARE NORMALLY FILLED WITH HIGH SCHOOL GRADUATES. (AUTHOR/DM)

ERIC: ED052274

4009 RACE, SEX, AND THE U.S. WORKING CLASS JUN 74

SZYMANSKI, ALBERT

SOCIAL PROBLEMS;21;5;706-725

RACIAL DISCRIMINATION, SEX DISCRIMINATION, LABOR FORCE, CENSUS FIGURES, OCCUPATIONAL SURVEYS, SOCIOECONOMIC STATUS, SOCIOLOGY, THEORIES, RACE, STEREOTYPES, SEX STEREOTYPES

BRIEFLY EXAMINES THE CLASSICAL AND NEO-MARXIST THEORIES OF THE RELATIONSHIP BETWEEN CAPITALISM AND RACISM AND SEXISM, BRINGING TO BEAR CENSUS DATA ON THE CONTRASTING PREDICTIONS OF EACH THEORY CONCERNING TRENDS IN RACIAL AND SEXUAL DISCRIMINATION IN THE LABOR FORCE. (JM)

ERIC: EJ105121

4010 RACIAL ABUSE A CAUSE FOR QUITTING 1977

PROFESSIONAL REPORT, MAY 1977, P. 22.

BLACKS, EEO, FAIR EMPLOYMENT PRACTICES, GOVERNMENT REGULATION, LITIGATION, MANAGEMENT,

(CONT.)
4010 MANAGER BEHAVIOR, MINORITIES, PERSONNEL MANAGEMENT
MOST STATE EQUAL EMPLOYMENT LAWS UPHOLD THE RIGHT OF AN EMPLOYEE TO WALK OFF THE JOB WITHOUT PENALTY IF SUBJECTED TO STRONG OR HABITUAL RACIAL ABUSE BY A SUPERVISOR.
MGMT: PRO77E0022-1

4011 RACIAL DICHOTOMIES IN EMPLOYMENT PERCEPTIONS: AN EMPIRICAL STUDY OF WORKERS IN SELECTED ATLANTA-BASED FIRMS 1976
JEDEL, M.J.; KUJAWA, D.
ACADEMY OF MANAGEMENT JOURNAL, VOL919, NO.2, JUNE 1976, P. 277-290. BIBLIOG. 5
AFFIRMATIVE ACTION, BEHAVIORAL SCIENCE, BLACKS, COMPENSATION, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, MINORITIES
POSSIBLE BARRIERS TO SELF-PERCEPTION AND EMPLOYMENT EQUALITY OF BLACKS AND WHITES WERE STUDIED. BEHAVIORAL AND SATISFACTION VARIABLES PROVED SIMILAR FOR BOTH GROUPS, BUT BLACK IDENTITY FACTORS MUST BE RESPECTED.
MGMT: AMJ76F0277

4012 RACIAL DIFFERENCES IN HOURS WORKED IN THE MARKET A PRELIMINARY REPORT FEB 75
KLEINMAN, SAMUEL D.
CENTER FOR NAVAL ANALYSES ARLINGTON VA
NOTES: 88P
MANPOWER, NEGROES, FAMILY INCOME, WORK MOTIVATION, LABOR FORCE PARTICIPATION, NTISDOON
RACIAL DIFFERENCES IN THE LABOR MARKET HAVE BEEN THE CONCERN OF NUMEROUS ECONOMIC STUDIES IN RECENT YEARS. INVARIABLY, THE STUDIES SHOW RACIAL DIFFERENCES TO PERSIST EVEN AFTER STANDARDIZATION OF THE POPULATION. IT IS THE INTENT OF THIS PAPER TO CONTINUE THE INVESTIGATION OF LABOR SUPPLY DIFFERENCES. SINCE MOST HOUSEHOLDS ARE HEADED BY MARRIED COUPLES, THE DECISIONS TO SUPPLY MALE AND FEMALE LABOR ARE MADE SIMULTANEOUSLY. WHETHER DIFFERENCES IN HOUSEHOLD MARKET OPPORTUNITIES EXPLAIN ALL THE DIFFERENCES IN MARKET ACTIVITY OR ONLY A PORTION IS EXAMINED.
NTIS: AD/A-005 517/9ST NTIS PRICES PC$4.75/MF$2.25

4013 RADIO OPERATOR CAREER LADDER, AFSCS 29333, 29353, 29373, 29333A, 29353A, 29373A, 29353B, 29373B AND 29393. OCCUPATIONAL SURVEY REPORT. 25 JUL 75
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 74P.
CAREER LADDERS, CAREERS, JOB SATISFACTION, JOB TRAINING, MANPOWER DEVELOPMENT, MILITARY PERSONNEL, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, RADIO TECHNOLOGY, TABLES (DATA), TASK ANALYSIS, VOCATIONAL EDUCATION, AIR FORCE, RADIO OPERATORS
THE REPORT DESCRIBES AN OCCUPATIONAL SURVEY OF THE RADIO OPERATOR CAREER LADDER, AFS 293X3/A/B CONDUCTED FROM AUGUST 1973 THROUGH JULY 1975. THE REPORT DESCRIBES THE DEVELOPMENT OF THE SURVEY INSTRUMENT, ITS ADMINISTRATION TO JOB INCUMBENTS, AND RESULTING SUMMARIES OF TASKS PERFORMED BY AIRMEN GROUPED BY SKILL LEVEL, EXPERIENCE LEVEL, AND SIMILARITY OF TASKS PERFORMED. RESULTS ARE COMPARED TO CURRENT TRAINING AND CAREER FIELD STRUCTURE DOCUMENTS AND RECOMMENDATIONS FOR FURTHER STUDY ARE PRESENTED. (NTIS)
ERIC: ED115937 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. AD-A013-238; MF $2.25, HC $4.25)

4014 RADIO RECEIVER ASSEMBLER (ELECTRONICS 6-98.010--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RADIO TECHNOLOGY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RADIO RECEIVER ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062419

4015 RADIO REPAIRMAN (ANY IND.) 720.281; TELEVISION SERVICE-AND-REPAIRMAN (ANY IND.) 720.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RADIO TECHNOLOGY, TELEVISION REPAIRMEN, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RADIO REPAIRMEN

(CONT.)
4015 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED061318

4016 RADIOGRAPHER (ANY IND.) 199.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HIGH SCHOOL GRADUATES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RADIOGRAPHERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066519

4017 RADIOLOGIC TECHNOLOGIST (MEDICAL SER.) 078.368 -- TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 23P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RADIOLOGIC TECHNOLOGISTS, RADIOLOGY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060119

4018 RAISING PRODUCTIVITY WITH FLEXIBLE WORK HOURS 1976
LOUVIERE, V.
NATIONS BUSINESS, VOL.64, NO.11, NOV 1976, P. 25.
EMPLOYEE BENEFITS, FEDERAL GOVERNMENT, FLEXIBLE SCHEDULE, JOB SATISFACTION, LEGISLATION, MANAGEMENT, MORALE, PERSONNEL MANAGEMENT, PRODUCTIVITY, SUPERVISOR
A SYSTEM OF FLEXIBLE WORK HOURS HAS BEEN TRIED SUCCESSFULLY IN TERMS OF INCREASED PRODUCTIVITY, LESS TURNOVER, BETTER TARDINESS AND MORALE. THE U.S. IS CONSIDERING USING THE SYSTEM FOR ALL FEDERAL GOVERNMENT EMPLOYEES.
MGMT: NAB76K0028

4019 RATIONALIZATION OF THE RURAL-URBAN MIGRATION. 23OCT67
MIRENGOFF, WILLIAM
NOTES: 8P.
ECONOMIC DISADVANTAGEMENT, EMPLOYMENT OPPORTUNITIES, JOBS, MIGRATION, MINORITY GROUPS, RURAL AREAS, RURAL POPULATION, RURAL YOUTH, UNEMPLOYMENT, URBAN AREAS
ALTHOUGH THE PATTERN OF RURAL TO URBAN MIGRATION IS BEGINNING TO SUBSIDE, THE PROBLEMS

(CONT.)
4019 OF EMPLOYMENT FACED BY THESE RURAL MIGRANTS ARE CONTINUING. PROGRAMS TO DEAL EFFECTIVELY WITH THEIR RELOCATION AND EMPLOYMENT HAVE NOT BEEN DEVISED, AND EFFORTS TO DATE HAVE BEEN CURATIVE RATHER THAN PREVENTIVE. A PRACTICAL WAY TO RATIONALIZE THE RURAL-URBAN MOVEMENT WOULD BE THE ESTABLISHMENT OF A SERIES OF SENDING AND RECEIVING CENTERS IN THE MAJOR AREAS OF MIGRATION. SENDING CENTERS, LOCATED IN THE RURAL AREAS, WOULD CHANNEL PEOPLE TO THE RECEIVING CENTERS IN THE METROPOLITAN AREAS. THE BASIC OBJECTIVE OF THIS PLAN WOULD BE TO ACHIEVE THE BEST MATCH OF JOB LOCATIONS AND PEOPLE. THUS THE PROBLEMS OF RURAL POVERTY AND MIGRATION WOULD BEST BE SOLVED BY COUPLING THE CENTERS CONCEPT WITH AN URBAN AND RURAL ECONOMIC DEVELOPMENT POLICY ADDRESSED TO THE QUESTION OF HOW AND WHERE FUTURE POPULATION CAN BEST BE ASSIMILATED. THIS SPEECH WAS PRESENTED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D. C., SPONSORED JOINTLY BY THE U. S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (ES)
ERIC: ED015061

4020 THE RATIOS OF BUSINESS 1975
DUNS REVIEW, VOL.106, NO.4, OCT 1975, P. 82-87.
ASSETS, COMPETITION, CONSUMER, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INFLATION, INVENTORY, LIABILITIES, MARKETING, PERFORMANCE, PROFIT, RECESSION, RETAIL INDUSTRY, SALES, UNEMPLOYMENT, WHOLESALE
THE KEY RATIOS OF BUSINESS, COMPILED YEARLY BY DUN AND BRADSTREET, INDICATING THE UPS AND DOWNS IN THE ECONOMY, SHOW THAT RETAILERS HAD A HARD TIME WHILE WHOLESALERS HAD A GOOD YEAR.
MGMT: DUN75J0092

4021 RAY MARSHALL: WATCH HIM CREATE CONTROVERSY 1977
BUSINESS WEEK, NO.2469, FEB 7, 1977, P. 66.
AFL-CIO, ECONOMIC PLANNING, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, INDUSTRIAL RELATIONS, JOB DEVELOPMENT, LABOR MANAGEMENT, LEGISLATION, PRICE CONTROL, STRIKE, UNIONS, WAGES
SHORTLY AFTER HIS APPOINTMENT AS SECRETARY OF LABOR, RAY MARSHALL QUESTIONED THE CARTER ADMINISTRATION ECONOMIC PLAN, APPROVED RIGHT TO STRIKE FOR FEDERAL EMPLOYEES AND REPEAL OF THAT PROVISION IN THE TAFT-HARTLEY ACT COVERING RIGHT TO WORK. HE FAVORS JOB CREATION AND A STEP UP IN PUBLIC WORKS PROGRAMS.
MGMT: BWE77B0766

4022 RAYMOND BARRE: OUR COMPANIES MUST BECOME MORE COMPETITIVE 1977
VISION, NO.78, MAY 1977, P. 38-41.
COMPETITION, ECONOMIC GROWTH, ECONOMICS, EXPORT, FRANCE, INFLATION, POLITICS, UNEMPLOYMENT
INTERVIEW WITH FRENCH PRIME MINISTER RAYMOND BARRE CONCERNING HIS SOLUTIONS FOR FRANCES ECONOMIC PROBLEMS.
MGMT: VIS77E0038

4023 RE-EXAMING INCOME SECURITY SUB VS. GUARANTEED WORK 1976
FREEDMAN, A.
CONFERENCE BOARD RECORD, VOL.13, NO.5, MAY 1976, P. 20-23.
ECONOMICS, EMPLOYEE BENEFITS, INDUSTRIAL RELATIONS, INSURANCE, JOB SECURITY, MANAGEMENT, PLANNING, PRODUCTION, TRUSTS, UNEMPLOYMENT
DISCUSSES FUNDING PROBLEMS WITH SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS AND THE ALTERNATIVE OF GUARANTEED WORK FOR PRODUCTION WORKERS IN SLACK TIMES. THIS GUARANTEED WORK PLAN WOULD NECESSITATE CONTRACT PROVISIONS ALLOWING FOR FLEXIBLE WORK ASSIGNMENTS DURING SLOW PERIODS.
MGMT: CBR76E0020

4024 REACTION AT COMPUTER FIRM: MORE PLUSES THAN MINUSES 1977
HOPP, M.A.: SOMMERSTAD, C.R.
MONTHLY LABOR REVIEW (U.S.), VOL.110, NO.2, FEB 1977, P. 69-71.
HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR, LABOR LAW, LABOR RELATIONS, LABOR TURNOVER, PRODUCTION, PRODUCTIVITY, SCHEDULING, WORKING CONDITIONS
RESULTS OF USING FLEXITIME AT CDC ARE MEASURED. POSITIVE EFFECTS WERE FOUND IN MORALE, COOPERATION AND LEISURE TIME WHEREAS PRODUCTIVITY VARIABLES COULD NOT BE MEASURED.
MGMT: UML77B0069

4025 READING AND BASIC SUBJECT MATTER ACHIEVEMENT OF JOB CORPS URBAN CENTER TRAINEES. 67
KLING, MARTIN
NOTES: 5P.: REPRINT FROM 16TH YEARBOOK OF THE NATIONAL READING CONFERENCE, JUNIOR COLLEGE AND ADULT READING PROGRAMS - EXPANDING FIELDS.
ADULT READING PROGRAMS, DISADVANTAGED ENVIRONMENT, DISADVANTAGED YOUTH, EDUCATIONAL LEGISLATION, EDUCATIONALLY DISADVANTAGED, READING ACHIEVEMENT, READING INSTRUCTION, READING PROGRAMS, TESTING, JOB CORPS
A DESCRIPTION AND EVALUATION OF THE EDUCATIONAL ACHIEVEMENT OF JOB CORPS TRAINEES AT CAMP KILMER, NEW JERSEY, DURING A 3-MONTH PERIOD ARE GIVEN. RELATED LITERATURE IS REVIEWED. CRITERIA FO CHOOSING CAMP ENROLLEES ARE STATED, AND A COMPARISON I S MADE OF THE KILMER CORPSMEN AND CORPSMEN THROUGHOUT THE COUNTRY WHICH SHOWS KILMERS TO BE SLIGHTLY OLDER AND HIGHER IN ACHIEVEMENT THAN THE AVERAGE. RESULTS OF PRETESTING AND POST-TESTING ARE PRESENTED, INDICATING NO TATISTICALLY SIGNIFICANT DIFFERENCES IN READING, ARITHMETIC, OR LANGUAGE ACHIEVEMENT. THE IDEA OF COMPENSATING FOR DISADVANTAGED

(CONT.)

4025 EDUCATION IS DISCUSSED ALONG WITH THE LIMITATIONS OF THE STUDY. SUGGESTIONS FOR FURTHER RESEARCH AND A BIBLIOGRAPHY ARE INCLUDED. (JB)
ERIC: ED024547 NATIONAL READING CONFERENCE, INC., MILWAUKEE, WISC. 53233

4026 READINGS IN MINORITY-GROUP RELATIONS. 76
FORD, DAVID L., JR., ED.
NOTES: 356P.
ADMINISTRATIVE PRINCIPLES, EMPLOYMENT PROGRAMS, INTERGROUP RELATIONS, LABORERS, MINORITY GROUPS, NEGRO ATTITUDES, NEGRO LEADERSHIP, ORGANIZATIONS (GROUPS), PERSONNEL EVALUATION, PERSONNEL MANAGEMENT, RACIAL ATTITUDES, RACIAL DISCRIMINATION, RACIAL INTEGRATION, SOCIAL ADJUSTMENT, WORK ATTITUDES
THE PRIMARY OBJECTIVES OF THIS BOOK ARE TO PROVIDE A BACKGROUND ON HOW MINORITY GROUP MEMBERS ADAPT AND ACCOMMODATE TO VARIOUS TYPES OF ORGANIZATIONAL CIRCUMSTANCES, AND TO HELP THE READER UNDERSTAND THE DIFFERENCES IN BEHAVIORS AND JOB-RELATED OUTCOMES FOR WHITE AND NONWHITE GROUP MEMBERS. THE BOOK IS STATED TO BE DESIGNED FOR PRESENT AND POTENTIAL MANAGERS, HUMAN RELATIONS AND ORGANIZATIONAL CONSULTANTS, PERSONNEL ADMINISTRATORS, STUDENTS OF ORGANIZATIONAL BEHAVIOR AND MANAGEMENT, AND OTHERS WHO ARE INTERESTED IN MANAGING THE INTERFACE BETWEEN DIFFERENT GROUPS OF PEOPLE. THE BOOK IS DIVIDED INTO FOUR MAJOR SECTIONS MINORITY GROUP SOCIAL INTERACTION, MINORITY LEADERSHIP AND COMPETITION, THE MINORITY WORKER, AND MINORITIES IN THE ORGANIZATION. THE SECTION ON MINORITY GROUP LEADERSHIP AND COMPETITION OFFERS ARTICLES RELATING TO NATURE OF PROBLEMS ENCOUNTERED IN SUPERVISORY POSITIONS. THE SECTION ON MINORITY GROUP SOCIAL INTERACTION CONTAINS ARTICLES COVERING THE AREAS OF RACIAL ATTITUDES AND PERCEPTIONS, AND THE EFFECTS OF SOCIAL PREJUDICE ON BEHAVIOR. THE ARTICLES ON THE MINORITY WORKER HIGHLIGHT RESEARCH FINDINGS PERTAINING TO WORK VALUES, WORK EXPECTATIONS, AND JOB SATISFACTION OF MINORITY GROUP EMPLOYEES. THE SECTION ON MINORITIES IN THE ORGANIZATION CONTAINS ARTICLES DEALING WITH THE INTEGRATION OF BLACKS INTO WHITE ORGANIZATIONS, EMPLOYMENT PROGRAMS FOR MINORITIES, AND TESTING AND EVALUATION PROCEDURES. (AUTHOR/JM)
ERIC: ED131141

4027 REAL INCOME DROPS BY 2% 1975
BUSINESS WEEK, NO.2372, MARCH 17, 1975, P. 32.
CONSUMER PRICE INDEX, ECONOMIC TRENDS, ECONOMICS, INCOME, INFLATION, LAYOFF, RECESSION, UNEMPLOYMENT
INCOME HAS DROPPED MOST IN REGIONS THAT ARE HIGHLY INDUSTRIALIZED.
MGMT: BWE75C1792

4028 THE REAL STORY BEHIND THE UNEMPLOYMENT FIGURES 1976
NATIONS BUSINESS, VOL.64, NO.5, MAY 1976, P. 24-34.
ECONOMIC RECOVERY, ECONOMICS, INCENTIVES, UNEMPLOYMENT
INTERVIEW WITH DR. SEYMOUR L. WOLFBEIN, AN AUTHORITY ON EMPLOYMENT STATISTICS. EXPLORES SOME OF THE METHODS AND MISUNDERSTANDINGS INVOLVED.
MGMT: NAB76E0024

4029 REASONABLE EXPECTATION LIMITS ON THE PROMISE OF COMMUNITY COUNCILS. 11 NOV 76
BOBROW, SUE BERRYMAN
RAND CORP., WASHINGTON, D.C. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 400-76-0120
NOTES: 52P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY OF THE ORIGINAL DOCUMENT
ADOLESCENTS, AGE GROUPS, AGENCY ROLE, CAREER EDUCATION, DATA ANALYSIS, DEVELOPMENTAL TASKS, EDUCATIONAL PROGRAMS, EMPLOYMENT PROBLEMS, EMPLOYMENT TRENDS, INFORMATION NEEDS, JOB SATISFACTION, JOB SKILLS, LABOR FORCE, LITERATURE REVIEWS, NATIONAL SURVEYS, NEEDS ASSESSMENT, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM EFFECTIVENESS, PROGRAM IMPROVEMENT, SCHOOL COMMUNITY COOPERATION, SURVEYS, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL MATURITY, WORK ATTITUDES, YOUNG ADULTS, YOUTH, YOUTH EMPLOYMENT, COMMUNITY EDUCATION COUNCILS
IMPLICATIONS OF DEVELOPMENTAL CHARACTERISTICS OF YOUTH ARE ASSESSED FOR COMMUNITY EDUCATION-WORK COUNCILS AND THE CAREER EDUCATION PROGRAMS WHICH COUNCILS MIGHT BE EXPECTED TO SPONSOR, IN ORDER TO DECIDE WHETHER TO EVALUATE COUNCILS, AND IF SO, WHAT OUTCOMES COUNCILS MIGHT BE EXPECTED TO AFFECT. YOUTH ARE DEFINED TO INCLUDE PRE-ADOLESCENT CHILDREN IN SCHOOL (7-11 YEARS), ADOLESCENTS IN OR OUT, BUT PRIMARILY IN SCHOOL (12-18 YEARS), AND YOUNG ADULTS IN OR OUT OF SCHOOL (19-24 YEARS). THE QUESTION OF WHETHER AND WHY THERE ARE PROBLEMS IN HOW YOUTH ARE ENCOURAGED OR ABLE TO PURSUE DEVELOPMENTAL TASKS IS ADDRESSED BY QUESTIONING FIVE ASSUMPTIONS THAT MOTIVATE CAREER EDUCATION LITERATURE. THESE ASSUMPTIONS ARE THE FOLLOWING (1) YOUTH HAVE EXCESSIVE RATES OF UNEMPLOYMENT. (2) INADEQUATE WORK SOCIALIZATION OF YOUTH INCREASES YOUTH UNEMPLOYMENT. (3) THERE IS A DECLINE IN THE WORK ETHIC. (4) YOUTH DO NOT HAVE ENOUGH LABOR MARKET INFORMATION. (5) YOUTH UNEMPLOYMENT IS HIGH BECAUSE YOUTH HAVE THE WRONG WORK SKILLS. CONCLUSIONS GENERALLY REFUTE NEGATIVE ASSUMPTIONS AND SUGGEST THE NEED FOR SPECIFIC LABOR MARKET INFORMATION. IN ADDITION TO ADDRESSING SCHOOL-WORK ASSUMPTIONS FOR YOUTH IN GENERAL, COMMENTS ARE MADE ABOUT THE SCHOOL-WORK TRANSITION OF SUBGROUPS OF YOUTH (WOMEN, NONCOLLEGEGOERS, HIGH SCHOOL DROPOUTS, AND BLACKS) AND QUESTIONS CONCERNING THEM WHICH SHOULD BE ASSESSED. (TA)
ERIC: ED142727

4030 REASONS FOR INCOME AND EMPLOYMENT DIFFERENTIALS IN CHICAGO. REPORT PREPARED FOR ILLINOIS INSTITUTE FOR SOCIAL POLICY. MAR 73
BRUNNER, GERTI L.
RAND CORP., SANTA MONICA, CALIF. ILLINOIS INST. FOR SOCIAL POLICY, CHICAGO.
NOTES: 67P.
AGE, EDUCATIONAL BACKGROUND, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, INCOME, INDUSTRY, JOB TENURE, LABOR FORCE, LOW INCOME GROUPS, NEGROES, OCCUPATIONAL SURVEYS, POLICY FORMATION, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, RACE, SEX DIFFERENCES, TABLES (DATA), CHICAGO
THE EFFECT OF TRAINING PROGRAMS ON THE INCOME AND EMPLOYMENT DURATION OF LOW-INCOME RESIDENTS OF CHICAGO HAS BEEN EXAMINED THROUGH DATA DRAWN FROM THE 1969 URBAN EMPLOYMENT SURVEY, WHICH REFLECTS DIFFERENCES IN SUCH FACTORS AS AGE, RACE, SEX, LEVEL OF EDUCATION, OCCUPATION, AND INDUSTRY OF EMPLOYMENT AND CONTAINS INFORMATION ABOUT PARTICIPATION IN CONVENTIONAL AND POVERTY-TYPE TRAINING PROGRAMS. THE STUDY INDICATED HIGH CORRELATION BETWEEN INCOME AND EMPOLYMENT AND LEVEL OF EDUCATION: THE EARNINGS OF BLACKS AND OF WOMEN WERE SUBSTANTIALLY LOWER THAN OF WHITE MALES (AFTER CONTROLLING FOR LEVEL OF EDUCATIONAL ATTAINMENT, OCCUPATION, AND INDUSTRY OF EMPLOYMENT). PARTICIPATION IN CONVENTIONAL AND POVERTY-TYPE TRAINING PROGRAMS HAD NOT RAISED TRAINEES INCOME ABOVE THOSE OF NONPARTICIPANTS AND HAD NO SIGNIFICANT EFFECT UPON EMPLOYMENT DURATION. HOWEVER, IT CANNOT BE CONCLUDED THAT PARTICIPANTS RECEIVED NO BENEFIT, SINCE COMPARISONS WERE NOT MADE FOR PRE- AND POST-TRAINING EARNINGS AND EMPLOYMENT DURATION. TWO MAJOR AREAS IN NEED OF EMPHASIS WERE IDENTIFIED AS THE INCREASING OF SKILL LEVELS AND ELIMINATING RACIAL BARRIERS TO UPWARD MOBILITY. THUS FAR, TRAINING PROGRAMS HAVE NOT PROVEN AN ADEQUATE SUBSTITUTE FOR FORMAL EDUCATION, AND FURTHER RESEARCH IS NEEDED ON THE RESTRUCTURING OF SCHOOL PROGRAMS TO INCREASE THE PROPORTION OF STUDENTS COMPLETING HIGH SCHOOL. (EA)
ERIC: ED089133

4031 REASONS GIVEN BY A SELECTED GROUP OF ILLINOIS WOMEN FOR ENROLLING IN ADULT HOMEMAKING CLOTHING CLASSES. AUG57
LUTZ, ROWENA M.
SOUTHERN ILLINOIS UNIV., CARBONDALE.
ADULT EDUCATION PROGRAMS, CLOTHING INSTRUCTION, ECONOMIC FACTORS, ENROLLMENT, HOME ECONOMICS TEACHERS, HOMEMAKING EDUCATION, MASTERS THESES, MOTIVATION, PARTICIPANT CHARACTERISTICS, QUESTIONNAIRES, ILLINOIS
A STUDY WAS MADE TO DETERMINE THE REASONS WHY MORE COURSES WERE BEING HELD IN CLOTHING THAN ANY OTHER AREA IN ADULT HOMEMAKING EDUCATION IN ILLINOIS. FIFTY PERCENT OF THE 131 CLOTHING CLASSES IN SESSION IN ILLINOIS IN OCTOBER 1956 WERE STUDIED. QUESTIONNAIRES FROM 460 ADULT CLASS MEMBERS AND 26 TEACHERS WERE USED. ANALYSIS SHOWED SUCH CHARACTERISTICS OF CLASS PARTICIPANTS AS 88.3 PERCENT MARRIED, 319 HAVING CHILDREN, 18 PERCENT LIVING ON FARMS, 149 WORKING OUTSIDE THE HOME, AND 129 HAVING TAKEN ADULT HOME ECONOMIC COURSES BEFORE. DATA ON TEACHERS INCLUDED SUCH FACTORS AS NUMBER OF YEARS IN TEACHING OF HOMEMAKING AND NUMBER OF ADULT CLASSES TAUGHT. DATA SUPPORTED THE HYPOTHESES THAT MANY WOMEN SEW BECAUSE OF ECONOMIC VALUES AND THAT SOME HOMEMAKING TEACHERS ENCOURAGE WOMEN TO CHOOSE CLOTHING COURSES, BUT REFUTED THE HYPOTHESES THAT THEY LIKE A TANGIBLE RETURN FOR THEIR TIME SPENT IN ADULT CLASSES, AND THAT THEY SEW TO EXPRESS THEIR CREATIVE ABILITY. THIS MASTERS THESIS IS AVAILABLE FROM SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE. 33 PAGES. (PT)
ERIC: ED019569

4032 RECENT CHANGES IN OPPORTUNITIES FOR WOMEN IN SCIENCE AND ENGINEERING. FEB 76
VETTER, BETTY M.
NOTES: 4P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE (BOSTON, MASSACHUSETTS, FEBRUARY 22-23, 1976)
EMPLOYMENT OPPORTUNITIES, ENGINEERING, FEMALES, MANPOWER NEEDS, SCIENCE CAREERS, SCIENTISTS, SEX DISCRIMINATION, WORKING WOMEN
DESCRIBED IS A PRE-1970 HISTORY OF THE PARTICIPATION OF WOMEN IN SCIENCE AND ENGINEERING, INCLUDING NUMBERS FOR WOMEN ENROLLING IN COLLEGE IN THESE TWO FIELDS. A DISCUSSION OF OPPORTUNITIES FOR EMPLOYMENT AND ADVANCEMENT, AND SALARY DIFFERENTIALS FOR MEN AND WOMEN PRIOR TO 1970, IS INCLUDED. OPPORTUNITIES FOR PUBLICATION, REEMPLOYMENT, AND ASSIGNMENT TO PRESTIGIOUS COMMITTEES ARE DISCUSSED AS EXAMPLES OF PRACTICES DISCRIMINATORY TO WOMEN. ENROLLMENT NUMBERS FOR 1974 ARE CITED FOR SCIENCE AND ENGINEERING AND OF UNDERGRADUATE AND GRADUATE DEGREES WITH A BREAKDOWN OF WOMENS PARTICIPATION. SURVEYS OF NEW GRADUATES HIRED BY INDUSTRY ARE SUMMARIZED. INCLUDED IS A DISCUSSION OF DEMAND AND SUPPLY IN THE PRESENT JOB MARKET. POSITIVE PREDICTIONS, PARTICULARLY FAVORABLE FOR WOMEN, ARE MADE REGARDING JOB OPPORTUNITIES FOR FUTURE GRADUATES IN BOTH AREAS. (CS)
ERIC: ED133222

4033 RECENT CHANGES IN THE TIMING OF LABOR MARKET VARIABLES - EXPLANATION AND SIGNIFICANCE 1975
CULLITY, J.P.
BUSINESS ECONOMICS, VOL.10, NO.4, SEPT 1975, P. 61-67. BIBLIOG. 13
BUSINESS CYCLE, ECONOMICS, FORECASTING, HIRING, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, LEADING INDICATORS, QUANTITATIVE METHODS, RECESSION, UNEMPLOYMENT
CYCLE EXPANSIONS AND CONTRACTIONS IN POSTWAR BUSINESS AND UNEMPLOYMENT ARE GRAPHED AND DISCUSSED IN RELATION TO LEADS AND LAGS OF EMPLOYMENT INDICATORS AND THEIR CHANGING TIMING PATTERNS OF RECENT YEARS. RECOMMENDATIONS FOR POLICY TO EASE CYCLICAL UNEMPLOYMENT FOLLOW.
MGMT: BEC7510061

4034 RECENT FINDINGS UNDERSCORING THE NEED FOR LINKING COUNSELING AND LABOR MARKET INFORMATION. 5 APR 71
ROSEN, HOWARD
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 16P.; PAPER PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION IN ATLANTIC CITY, NEW JERSEY, APRIL 4-8, 1971
COUNSELING, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, FEMALES, LABOR DEMANDS, LABOR MARKET, LONGITUDINAL STUDIES, MALES, NEGROES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, WORKING WOMEN, YOUTH
AS A RESULT OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, THE NEED TO KNOW MORE ABOUT THE LABOR MARKET EXPERIENCE OF UNITED STATES CITIZENS HAS BEEN EMPHASIZED. THE CENSUS BUREAU HAS BEEN COLLECTING DATA SINCE 1966 ON THE LABOR MARKET EXPERIENCE OF FOUR GROUPS IN OUR POPULATION MEN 45-59 YEARS OF AGE, WOMEN 30-44, AND YOUNG MEN AND WOMEN 14-24. FROM THIS LONGITUDINAL STUDY, ALTHOUGH ITS FINDINGS ARE STILL PREMATURE, INFORMATION INDICATES THAT (1) JOB CHANGES ARE NOT AS HARMFUL FOR YOUNG MEN AS HERETOFORE CONSIDERED; (2) POSSESSION BOTH TYPING AND SHORTHAND SKILLS FOR BOTH YOUNG AND MATURE BLACK WOMEN PUTS THEM IN A BETTER POSITION IN THE LABOR MARKET THAN THOSE WITH NEITHER SKILL OR WITH TYPING ALONE; (3) SCHOOLS AND COUNSELORS NEED TO TAKE A MUCH MORE REALISTIC APPROACH TO GIRLS WHO FACE THE PROBLEM OF RAISING A FAMILY WITH INADEQUATE EDUCATION AND TRAINING FOR WORK; AND (4) THERE IS A NEED FOR CONTINUING EDUCATION AND UPGRADING FOR MATURE WOMEN TO PREVENT A DOWNWARD OCCUPATIONAL MOVEMENT WHEN RE-ENTERING THE LABOR FORCE. QUESTIONS ARE ALSO RAISED CONCERNING THE NEED FOR A MORE FLEXIBLE SCHOOL SYSTEM, MORE VOCATIONAL TRAINING, BETTER COUNSELING SERVICES TO BLACK YOUTH AND BETTER LABOR MARKET INFORMATION. (AUTHOR/TA)
ERIC: ED049503

4035 RECENT LABOR MARKET DEVELOPMENTS 1976
FEDERAL RESERVE BULLETIN, VOL.62, NO.1, JAN 1976, P. 1-10.
ECONOMICS, EMPLOYMENT POLICY, JOB DEVELOPMENT, LABOR FORCE, LABOR MARKET, PRICE INDEX, PRODUCTIVITY, PUBLIC ADMINISTRATION, TAX CUT, UNEMPLOYMENT, WAGES
STATISTICS ARE GRAPHED FOR A VARIETY OF LABOR MARKET-WAGE- PRODUCTIVITY-AND-EMPLOYMENT RELATIONSHIPS AS PERTAINING TO 1975 TRENDS.
MGMT: FED76A0001

4036 RECENT MANPOWER LEGISLATION AND PROGRAMS IMPLICATIONS FOR RESEARCH AND DEVELOPMENT. OCCASIONAL PAPER NO. 7. 75
ROSEN, HOWARD
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION.
NOTES: 17P.
EMPLOYMENT, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, LABOR DEMANDS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, PUBLIC SERVICE OCCUPATIONS, RESEARCH NEEDS, UNEMPLOYMENT
RECENT ECONOMIC TRENDS LED TO SEVERAL PIECES OF MANPOWER LEGISLATION AND THE ESTABLISHMENT OF SEVERAL PROGRAMS THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, AND THE EMERGENCY JOBS AND EMPLOYMENT ASSISTANCE ACT OF 1974. THIS LEGISLATION OPENED PUBLIC SERVICE JOBS AND ESTABLISHED FEDERAL PROGRAMS FOR SPECIAL UNEMPLOYMENT ASSISTANCE. THE ROLE OF MANPOWER PROGRAMS IN ALLEVIATING THE UNEMPLOYMENT SITUATION AND THE NEED TO DEVELOP HUMAN RESOURCES TO MEET EMPLOYMENT NEEDS IN THE FUTURE ARE DISCUSSED. ASPECTS OF THE IMPLICATIONS THAT THESE PROGRAMS HAVE FOR RESEARCH AND DEVELOPMENT ISSUES IN THE MAKING OF COMPREHENSIVE MANPOWER PLANS AND THE ESTABLISHMENT OF PLANNING COUNCILS ARE REVIEWED. SOME OF THE RESEARCH AND DEVELOPMENT NEEDS ARISING FROM CURRENT PUBLIC SERVICE EMPLOYMENT PROGRAMS ARE RAISED. SUGGESTIONS FOR MAJOR EFFORTS UNDER MANPOWER PROGRAMS INCLUDE SPECIAL PROGRAMS FOR DISADVANTAGED CLIENTS; PROVIDING INCOME ASSISTANCE TO EX-OFFENDERS; PLACING TRAINED MINORITY WOMEN IN JOBS COMMENSURATE WITH THEIR SKILLS; AND IMPROVING THE EMPLOYMENT SERVICE. OTHER AREAS FOR RESEARCH AND DEVELOPMENT CONCERN THE TRANSITION FROM SCHOOL TO WORK FOR YOUNG PEOPLE AND THE INCREASING UNEMPLOYMENT RATE OF BLACK TEENAGERS. (AUTHOR/EC)
ERIC: ED113461

4037 RECENT PERFORMANCE OF UNEMPLOYMENT AS AN INDICATOR OF LABOR MARKET CONDITIONS 1976
SMITH, R.E.; VANSKI, J.E.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.29, NO.1, FALL 1976, P. 78-81. BIBLIOG. 12
ECONOMICS, ESTIMATION, LABOR MARKET, QUANTITATIVE METHODS, SOCIAL ISSUES, STATISTICS, UNEMPLOYMENT
DISCUSSES THE DIFFERENCES BETWEEN THE JOBLESS RATE AND THE UNEMPLOYMENT RATE. THE IMPLICATIONS OF THE TWO FIGURES FOR THE LABOR MARKET ARE EXAMINED. THE RATE OF UNEMPLOYMENT ONLY PARTIALLY REVEALS THE SLACK MARKET CONDITIONS OF WOMEN AND TEENAGERS.
MGMT: JEB76F0079

4038 RECENT TRENDS TOWARD NEW TRANSITIONAL EDUCATIONAL OPPORTUNITIES FOR THE ADULT PUBLIC OFFENDER JUN 75
CRONIN, J. PATRICK
ADULT LEADERSHIP:23:12:355-7
ADULT BASIC EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, REHABILITATION PROGRAMS, EDUCATIONAL TRENDS
THE AUTHOR DISCUSSES THE DEVELOPMENT OF SPECIAL CORRECTIONAL SCHOOL DISTRICTS THAT ATTEMPT TO PROVIDE EDUCATIONAL SERVICES IN CORRECTIONAL INSTITUTIONS. THERE REMAINS A

(CONT.)
4038 NEED TO IDENTIFY THE ROLE OF EDUCATION AS A NECESSARY PART OF THE REHABILITATION EFFORT. SEVERAL PROGRAMS ARE BRIEFLY DESCRIBED. (AUTHOR/JB)
ERIC: EJ118952

4039 RECESSION LAYOFFS CAN BE DISCRIMINATORY 1975
DONATI, D.A.; GIBLIN, E.J.
MANAGEMENT REVIEW, VOL.64, NO.5, MAY 1975, P. 25-33.
COLLECTIVE BARGAINING, COST ACCOUNTING, DISCRIMINATION, EEO, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, JOB DESCRIPTION, JOB SATISFACTION, LABOR FORCE, LAYOFF, MANAGEMENT, MANAGEMENT FUNCTIONS, MINORITIES, QUANTITATIVE METHODS, RECESSION, UNIONS, WORKMEN'S COMPENSATION
WORK FORCE REDUCTION MEANS MANAGERIAL DECISION AS TO ATTRITION, INDIVIDUAL TERMINATION, COST CUTS. DECISION SHOULD BE SUPPORTED BY DATA.
MGMT: MRE75E0025

4040 RECESSIONARY WORK FORCE CUTBACKS INCREASE 1975
PERSONNEL ADMINISTRATOR, VOL.20, NO.4, JUNE 1975, P. 19.
AFFIRMATIVE ACTION, BLUE COLLAR WORKER, COLLECTIVE BARGAINING, LABOR FORCE, LAYOFF, MINORITIES, RECESSION, SCHEDULING, UNEMPLOYMENT, WHITE COLLAR WORKER
EXAMINES THE IMPACT OF THE RECESSION ON UNEMPLOYMENT, WITH A FOCUS ON WHICH SECTORS OF THE LABOR FORCE ARE AFFECTED MOST STRONGLY.
MGMT: PA075F0019

4041 RECLAIMING THE EARTH JOBS THAT HELP IMPROVE THE ENVIRONMENT. 71
PARADIS, ADRIAN A.
NOTES: 180P.; PMM COLLECTION
AGRICULTURAL EDUCATION, BIBLIOGRAPHIC CITATIONS, ENVIRONMENTAL EDUCATION, INDUSTRIAL EDUCATION, NATURAL RESOURCES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SECONDARY GRADES, SUPPLEMENTARY READING MATERIALS, ATTITUDES APPRECIATIONS, CAREER AWARENESS, EDUCATIONAL AWARENESS
THIS SUPPLEMENTARY REFERENCE READING MATERIAL FOR HIGH SCHOOL STUDENTS INTRODUCES THE READER TO JOB OPPORTUNITIES IN NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION. PARTS OF THE BOOK CONSIDER THE SOLVERS OF ENVIRONMENTAL PROBLEMS-PLANNERS, ARCHITECTS, ENGINEERS, COMMUNICATORS, ETC. THE PROBLEMS OF THE ENVIRONMENT ARE PRESENTED IN AN INTRODUCTORY SURVEY FASHION. AN APPENDIX LISTS PROFESSIONS AND ADDRESSES OF PUBLISHERS FOR FURTHER REFERENCE. (PM)
ERIC: ED068672 DAVID MCKAY CO., INC., 750 THIRD AVE., NEW YORK, NEW YORK 10017 ($4.50)

4042 RECOGNIZED PROBLEMS OF SINGLE GIRLS IN IOWA ENTERING THE WORK WORLD FOLLOWING HIGH SCHOOL GRADUATION. 67
CHRISTMANN, PHYLLIS ALICE
IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES.
NOTES: 100P.
ADJUSTMENT PROBLEMS, ENTRY WORKERS, ENVIRONMENTAL RESEARCH, HIGH SCHOOL GRADUATES, HOME ECONOMICS EDUCATION, MASTERS THESES, PERSONAL ADJUSTMENT, QUESTIONNAIRES, SURVEYS, VOCATIONAL ADJUSTMENT, WORKING WOMEN
THE PURPOSE OF THE STUDY WAS TO IDENTIFY THE PROBLEMS OF SINGLE GIRLS OF IOWA ON ENTERING THE WORLD OF WORK AND TO STUDY THE RELATIONSHIPS BETWEEN THE KINDS OF PROBLEMS AND HOME TOWN POPULATION, PRESENT RESIDENCE, HOME ECONOMICS EDUCATION, LIVING ARRANGEMENTS, AND OCCUPATION. THE 491 FEMALE PARTICIPANTS INDICATED THE DEGREE OF DIFFICULTY EXPERIENCED ON A ONE TO NINE RANK SCALE. SIX CLUSTERS OF ITEMS FOUND TO BE INTERCORRELATED WERE EMPLOYMENT, CLOTHING, SOCIAL ADJUSTMENT, MONEY, FOOD MANAGEMENT, AND FOOD PREPARATION. RESULTS SHOWED (1) GIRLS LIVING WITH PARENTS CONSIDERED PARENTAL ACCEPTANCE OF THEM AS ADULTS TO BE THEIR GREATEST PROBLEM, AND (2) GIRLS AWAY FROM HOME REPORTED BUDGETING, HOUSING, HOUSEKEEPING, AND FINDING COMPATIBLE ROOMMATES AS PROBLEMS. INTERPERSONAL RELATIONSHIPS ON A SOCIAL BASIS WERE OF GREATER CONCERN THAN THOSE ON THE JOB. NUTRITION CREATED MORE DIFFICULTY THAN FOOD PREPARATION. DECISION MAKING ABOUT JOBS CREATED MORE DIFFICULTY THAN KEEPING JOBS AND GETTING ALONG AT WORK. AS THE POPULATION OF THE HOME TOWN INCREASED, PROBLEMS IN EMPLOYMENT AND FOOD MANAGEMENT DECREASED. AS SEMESTERS OF HOME ECONOMICS COMPLETED INCREASED, THE PROBLEMS IN CLOTHING AND FOOD PREPARATION DECREASED. CLERICAL WORKERS HAD THE FEWEST PROBLEMS WITH EMPLOYMENT. INSTRUMENTS, LETTERS, STATISTICS IN GRAPHIC AND TABULAR FORM AND A REFERENCE LIST ARE INCLUDED IN THIS DOCUMENT. (FP)
ERIC: ED026492

4043 RECOMMENDATIONS FOR PRACTICE AND RESEARCH W 76
GINSBURG, MARK B.;SILBERMAN, HARRY F.
NEW DIRECTIONS FOR COMMUNITY COLLEGES;4;4;115-120
VOCATIONAL ADJUSTMENT, WORK EXPERIENCE PROGRAMS, RESEARCH NEEDS, SCHOOL INDUSTRY RELATIONSHIP
REVIEWS THE ISSUES ASSOCIATED WITH THE SCHOOL-TO-WORK TRANSITION AND SUGGESTS NEEDED AREAS FOR RESEARCH. (JDS)
ERIC: EJ151713

4044 RECORD-PRESS TENDER 556.555 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL

APTITUDE TEST BATTERY. FINAL REPORT. DEC 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RECORD PRESS TENDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060086

4045 THE RECOVERY THEY UNDERRATED 1976
BUSINESS WEEK, NO.2435, JUNE 7, 1976, P. 24-25.
CAPITAL EXPENDITURE, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, GNP, INFLATION, LEADING INDICATORS, PRICE STRUCTURE, PROFIT PERFORMANCE, UNEMPLOYMENT
THE STRENGTH OF THE RECOVERY HAS BEEN UNDERRATED AS REVISED DATA SHOWS THE REAL GNP SOARED BY 8.5% IN THE FIRST QUARTER, INDICATION OUTPUT OF $1,241 BILLION. CORPORATE PROFITS ROSE TO AN ADJUSTED ANNUAL RATE OF $121.8 BILLION. GROSS DOMESTIC PRODUCT 8.4%. EMPLOYMENT HIT 87.4 MILLION IN APRIL.
MGMT: BWE76F0724

4046 RECRUITING AND RETAINING FEDERAL PHYSICIANS AND DENTISTS PROBLEMS, PROGRESS, AND ACTIONS NEEDED FOR THE FUTURE. REPORT TO THE CONGRESS BY THE COMPTROLLER GENERAL OF THE UNITED STATES. 76
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 142P.; SOME CHARTS MAY NOT REPRODUCE WELL
DENTISTS, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT TRENDS, FEDERAL GOVERNMENT, GOVERNMENT EMPLOYEES, LABOR FORCE, LABOR MARKET, LABOR SUPPLY, LABOR TURNOVER, PERSISTENCE, PHYSICIANS, RECRUITMENT, DEPARTMENT OF DEFENSE, GENERAL ACCOUNTING OFFICE, PUBLIC HEALTH SERVICE, VETERANS ADMINISTRATION
THE VETERANS ADMINISTRATION, DEPARTMENT OF DEFENSE, AND PUBLIC HEALTH SERVICE ARE EACH EXPERIENCING SOME PROBLEMS IN THE RECRUITMENT OF PHYSICIANS. EXCEPT FOR CERTAIN SPECIALTIES, THE GENERAL ACCOUNTING OFFICE FOUND NO SERIOUS PROBLEMS IN EITHER RECRUITING OR RETAINING DENTISTS IN ANY OF THESE AGENCIES. IT IS DIFFICULT TO IDENTIFY AND ASSESS RETENTION PROBLEMS SINCE IN MOST CASES AGENCIES HAVE NOT ESTABLISHED RETENTION GOALS AGAINST WHICH SUCCESS OR FAILURE CAN BE MEASURED. ALSO, MOST OF THE PROGRAMS ESTABLISHED TO HELP ALLEVIATE RECRUITMENT AND RETENTION PROBLEMS HAVE NOT BEEN IN OPERATION LONG ENOUGH TO EFFECTIVELY MEASURE THEIR LONG-RANGE IMPACT. WHETHER RECRUITMENT OR RETENTION PROBLEMS CONTINUE TO EXIST DEPENDS TO A GREAT EXTENT ON THE FUTURE SUPPLY AND DEMAND OF PHYSICIANS AND DENTISTS. SOME CHARTS AND TABLES SERVE AS ILLUSTRATIONS. (AUTHOR/MSE)
ERIC: ED142152

4047 RECRUITING AND RETAINING PARTICIPANTS IN A MANPOWER PROGRAM JAN 73
LEWIS, MORGAN V.;COHN, ELCHANAN
INDUSTRIAL AND LABOR RELATIONS REVIEW;26;2;842-850
EMPLOYMENT PROGRAMS, FAILURE FACTORS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PARTICIPANT SATISFACTION, PROGRAM EVALUATION, TABLES (DATA), CONCENTRATED EMPLOYMENT PROGRAM, CEP
A SUCCESSFUL PROGRAM MUST BE ABLE TO OFFER PARTICIPANTS THE JOBS WHICH THEY CONSIDER SUPERIOR TO THEIR PRESENTLY AVAILABLE ALTERNATIVES. (EDITOR)
ERIC: EJ070390

4048 RECRUITING, PLACING, AND RETAINING THE HARD-TO-EMPLOY. A STUDY OF FACTORS INFLUENCING THE RETENTION OF PARTICIPANTS IN A CONCENTRATED EMPLOYMENT PROGRAM AND IN THEIR SUBSEQUENT EMPLOYMENT. OCT 71
LEWIS, MORGAN V.;AND OTHERS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 369P.
CULTURALLY DISADVANTAGED, DROPOUT ATTITUDES, ECONOMIC CLIMATE, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, JOB PLACEMENT, LABOR MARKET, NEGRO YOUTH, PARTICIPANT SATISFACTION, POVERTY PROGRAMS, RECRUITMENT, UNEMPLOYED, WORK ATTITUDES, CEP, CONCENTRATED EMPLOYMENT PROGRAM, HARD CORE UNEMPLOYMENT
MEMBERS OF THE TARGET POPULATION THAT CAME IN CONTACT WITH THE CONCENTRATED EMPLOYMENT PROGRAM (CEP) IN COLUMBUS, OHIO WERE STUDIED. VIRTUALLY ALL WERE BLACK AND MOST WERE YOUNG MALES. THEIR EMPLOYMENT HISTORIES FIT THE HARD-CORE UNEMPLOYED LABEL, BUT THEIR ATTITUDES DID NOT MATCH THIS DISCOURAGED AND ALIENATED STEREOTYPE. MANY WERE UNEMPLOYED PRIOR TO CEP BECAUSE THEY WERE UNWILLING TO ACCEPT THE MENIAL JOBS AVAILABLE TO THEM.

(CONT.)
4048 WHILE ATTITUDES TOWARD THE COLUMBUS CEP WERE GENERALLY FAVORABLE, THE EFFECTIVENESS OF THE PROGRAM WAS DEPENDENT PRIMARILY ON THE QUALITY OF JOBS IT COULD MAKE AVAILABLE. THE QUALITY OF JOBS WAS DEFINED MAINLY BY THE WAGES THEY PAID. ACTUAL AND POTENTIAL PARTICIPANTS LOST INTEREST WHEN THEY FELT THAT CEP COULD NOT PROVIDE JOBS THAT WERE ANY BETTER THAN THOSE THEY COULD GET ON THEIR OWN. RETAINING JOBS FOLLOWING CEP WAS ASSOCIATED WITH RECEIVING WAGE INCREASES, BEING FEMALE, AND BEING REFERRED DIRECTLY TO JOBS, RATHER THAN ATTENDING THE ORIENTATION-TO-WORK PROGRAM. (AUTHOR)
ERIC: ED060219 INSTITUTE FOR RESEARCH ON HUMAN RESOURCES, THE PENNSYLVANIA STATE UNIVERSITY, 407 KERN GRADUATE BUILDING, UNIVERSITY PARK, PA. 16802 ($4.00)

4049 RECRUITING, RETAINING AND ADVANCING MINORITY EMPLOYEES JAN 72
JOHNSON, FRED R.
TRAINING AND DEVELOPMENT JOURNAL:26:1:28-31
BEHAVIOR CHANGE, DISADVANTAGED GROUPS, EMPLOYMENT INTERVIEWS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, MINORITY GROUPS, NEGRO EMPLOYMENT, PERSONNEL SELECTION, PROMOTION (OCCUPATIONAL), RECRUITMENT
ARTICLE IS DEDICATED TO THE PRINCIPLE THAT BUSINESS AND INDUSTRY CAN AND MUST OVERCOME SOME PAST MISTAKES IN THE AREAS OF THE RECRUITMENT, PLACEMENT, RETENTION AND ADVANCEMENT OF MINORITY GROUP PEOPLE. (AUTHOR)
ERIC: EJ048652

4050 RECRUITMENT AND RETENTION OF VETERANS ADMINISTRATION HEALTH CARE WORKERS ARE NOT MAJOR PROBLEMS 31 MAR 77
GENERAL ACCOUNTING OFFICE, WASHINGTON, D.C. HEALTH RESOURCES DIV.
NOTES: REPORT TO THE CONGRESS. 59P
HEALTH MANPOWER, ALLIED HEALTH PERSONNEL, VETERANS ADMINISTRATION, NTISGAO
THIS STUDY IS AN ANALYSIS OF RECRUITMENT AND RETENTION PROBLEMS, BOTH NATIONWIDE AND GEOGRAPHICALLY, OF HEALTH CARE PERSONNEL, OTHER THAN PHYSICIANS AND DENTISTS, IN DEPARTMENT OF MEDICINE AND SURGERY WITH RESPECT TO BASIC PAY AND PREMIUM AND OVERTIME PAY RATES.
NTIS: PB-269 462/4ST NTIS PRICES PC A04/MF A01

4051 THE RECRUITMENT AND TRAINING OF GRADUATES. JUL 70
ROGERS, T. G. P.;WILLIAMS, PETER
INSTITUTE OF PERSONNEL MANAGEMENT, LONDON (ENGLAND).
NOTES: 59P.
BUSINESS, BUSINESS EDUCATION, CAREER CHOICE, COLLEGE GRADUATES, EDUCATIONAL TRENDS, EMPLOYER ATTITUDES, FEMALES, INDIVIDUAL DEVELOPMENT, INDUSTRY, INTERVIEWS, OCCUPATIONAL INFORMATION, RECRUITMENT, SELECTION, TRAINING, GREAT BRITAIN
AS A RESULT OF THE 1944 EDUCATION ACT IN GREAT BRITAIN, MANY MORE MEN AND WOMEN HAVE BEEN GRADUATING FROM UNIVERSITIES AND ARE NOW GOING INTO THE FIELD OF INDUSTRIAL MANAGEMENT. COMPANIES WHO PIONEERED IN RECRUITING GRADUATES WERE THE BRITISH PROGRESSIVE GIANTS AND BRITISH SUBSIDIARIES OF AMERICAN COMPANIES. THIS PUBLICATION IS DESIGNED TO BE OF VALUE TO MANAGEMENT AND TO UNIVERSITIES IN ASSISTING THE TRANSITION OF STUDENTS INTO THE WORLD OF EMPLOYMENT. IT COVERS THE RECRUITMENT PROCESS--PREPARATIONS OF BOTH STUDENT AND EMPLOYER, FIRST INTERVIEWS, AND FOLLOW UP SELECTION PROCESSES. THEN IT COVERS TRAINING OF THE EMPLOYEE--INDUCTION, TRAINING PROGRAMS, AND PROVISION FOR PERSONAL DEVELOPMENT. SPECIAL PROBLEMS OF WOMEN GRADUATES AND OF GRADUATES FROM BUSINESS SCHOOLS ARE COVERED. (EB)
ERIC: ED047267 INSTITUTE OF PERSONNEL MANAGEMENT, 5 WINSLEY STREET, OXFORD CIRCUS, LONDON W1N 7AD, ENGLAND (15S, 75P)

4052 RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE. VOLUME I FINDINGS AND CONCLUSIONS. 31 DEC 75
CAMIL ASSOCIATES, INC., PHILADELPHIA, PA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
CONTRACT NO. 20-42-74-34
NOTES: 210P.; FOR A RELATED DOCUMENT, SEE CE 007 503
ECONOMIC RESEARCH, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYERS, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, JOB APPLICANTS, JOB PLACEMENT, JOB SEARCH METHODS, LABOR MARKET, NATIONAL SURVEYS, PERSONNEL SELECTION, PROGRAM EVALUATION, RECRUITMENT, REFERRAL, UNEMPLOYMENT, URBAN AREAS, EMPLOYMENT SERVICE, UNITED STATES
UNITED STATES EMPLOYMENT SERVICE (ES) CHARACTERISTICS RELATED TO RECRUITMENT AND JOB SEARCH ACTIVITIES IN 20 MIDDLE-SIZED AMERICAN CITIES FROM JULY THROUGH DECEMBER 1974 ARE DESCRIBED IN THIS REPORT BASED ON INTERVIEWS WITH APPROXIMATELY 600 EMPLOYERS AND 2,000 JOB SEEKERS. PART 1 COVERS EMPLOYER RECRUITMENT AND JOB SEARCH, FOCUSING ON THE ROLE OF THE ES. PART 2 COVERS THE EXPERIENCES, ATTITUDES, AND PERCEPTIONS ABOUT THE ES OF USER AND NON-USER EMPLOYERS. A BRIEF GLOSSARY OF TERMS AND EXPRESSIONS USED IN THE REPORT IS INCLUDED, AS WELL AS A 37-PAGE PRECIS OF ALL PRINCIPAL FINDINGS. FINDINGS PRESENTED INCLUDE THESE THAT THE ES PLACES HIGH AMONG FORMAL METHODS USED BY JOB SEEKERS: THAT IT GENERALLY SATISFIES THE NEEDS OF THOSE WHO USE IT: AND THAT AMONG NON-USERS, THE REASONS HAVE MORE TO DO WITH THE EASE WITH WHICH THEY FIND WORKERS OR JOBS THAN WITH NEGATIVE OPINIONS. IT IS SUGGESTED THAT WITH AN IMPROVED METHOD TO MATCH THOSE JOB SEEKERS AND EMPLOYERS WHO TRADITIONALLY USE THE ES, A SIGNIFICANT IMPROVEMENT IN ES PLACEMENTS COULD BE OBTAINED WITHOUT A CORRESPONDING INCREASE IN LISTINGS OR APPLICANTS. SOME TABLES ARE INCLUDED IN THE TEXT: THE MAJORITY, ALONG WITH THE STUDY DESIGN AND METHODS, ARE IN VOLUME 2, (THE APPENDIXES OF THIS REPORT). (TA)
ERIC: ED131186

4053 REDESIGNING A WAY TO WORKER PARTICIPATION 1976
BIRCHALL, D.: WILD, R.: CARNALL, C.
PERSONNEL MANAGEMENT, VOL.8, NO.8, AUG 1976, P. 26-28.
BLUE COLLAR WORKER, INDUSTRIAL RELATIONS, JOB ENRICHMENT, JOB MOTIVATION, JOB SATISFACTION, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
MOST EARLY ATTEMPTS AT JOB ENRICHMENT FOCUSED ON IMPROVING THE TASK CONTENT TO MEET SHORT TERM LABOR PROBLEMS. BUT SIGNIFICANT ADVANCES IN MOTIVATION, SATISFACTION, AND PRODUCTIVITY CAN BE MADE BY ENRICHING JOBS WITH THE CONCERN OF PROMOTING WORKER INVOLVEMENT IN DECISION-MAKING.
MGMT: PSL76H0026

4054 REDUCING PERSONNEL COSTS DURING RECESSION 1975
HERSHFIELD, D.C.
THE CONFERENCE BOARD RECORD, VOL.12, NO.6, P. 20-22.
BLUE COLLAR WORKER, COST STANDARDS, ECONOMICS, EEO, LAYOFF, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, RECESSION, WHITE COLLAR WORKER
THIS ARTICLE GIVES VARIOUS DATA REGARDING CUT-BACKS IN PERSONNEL MADE BY SOME 171 COMPANIES DURING THE CURRENT RECESSION PERIOD. STATISTICS SHOW THAT MOST OF THE LUMBER FIRMS AND ELECTRICAL MACHINERY MANUFACTURING FIRMS HAD ENFORCED A CUT-BACK ON PERSONNEL.
MGMT: CBR75F0020

4055 REFLECTIONS AND PERSPECTIVES ON THE WOMENS MOVEMENT IN 1976 1976
ST, JOHN J. D.
VITAL SPEECHES, VOL.43, NO.1, OCT 15, 1976, P. 4-7.
COMMUNICATION INDUSTRY, EEO, HUMAN RESOURCE DEVELOPMENT, POLITICS, SCIENCE, UNITED STATES, WOMEN, WOMEN IN BUSINESS
A BRIEF HISTORY OF WOMEN IN THE UNITED STATES IS PRESENTED, ALONG WITH A CURRENT OVERVIEW OF THE WOMENS MOVEMENT TODAY. ST. JOHN ADVOCATES FURTHER DEVELOPMENT OF WOMEN TO BUSINESS, SCIENCE, AND POLITICS.
MGMT: VIT76J0004

4056 REFLECTIONS ON UPGRADING 70 JAN
MARSHALL, RAY
MANPOWER:2:1:2-7
APPRENTICESHIPS, COUNSELING, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, OCCUPATIONAL MOBILITY, RACIAL DISCRIMINATION, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
MANPOWER PROGRAMS HAVE NOT MOVED LARGE GROUPS OF PEOPLE UP THE OCCUPATIONAL LADDER BUT HAVE PLACED THE DISADVANTAGED INTO ENTRY LEVEL JOBS AND SUCH GOVERNMENT PROGRAMS AS THE MANPOWER DEVELOPMENT AND TRAINING ACT HAVE OFFERED LITTLE ON THE JOB TRAINING. (BC)
ERIC: EJ014971

4057 REFLECTIONS UPON LEGISLATION FOR YOUTH 1977
EDELMAN, P.B.
ADHERENT, VOL.4, NO.1, APRIL 1977, P. 26-32.
EDUCATION, GOVERNMENT AGENCY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, LEGISLATION, PRIVATE ENTERPRISE, UNEMPLOYMENT, YOUTH
THE INITIAL STEPS WHICH PRESIDENT CARTER HAS TAKEN WILL BE HELPFUL IN MOVING TOWARD A SOLUTION OF THE YOUTH UNEMPLOYMENT PROBLEM. IN ADDITION, IT WOULD BE HELPFUL IF WE MAKE SURE THAT ALL WORK CREATED IS REAL WORK, AND THAT IT BE CONNECTED TO PRIVATE ENTERPRISE IN SOME WAY, THAT UNSCHOOLED YOUTHS BE GIVEN INCENTIVES TO LEARN BASIC ACADEMIC SKILLS WHILE THEY WORK, AND THAT THEY BE ALLOWED TO PROGRESS THROUGH SEVERAL STAGES OF OCCUPATIONAL SKILL.
MGMT: ADH77D0026

4058 REFRIGERATION AND HEATING MECHANIC (ANY IND.) 637.251-010--TECHNICAL REPORT ON DEVELOPMENT ON USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HEATING, JOB APPLICANTS, JOB SKILLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, REFRIGERATION MECHANICS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, HEATING MECHANICS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068544

4059 REGIONAL DEFENSE DEMAND AND RACIAL RESPONSE DIFFERENCES IN THE NET MIGRATION OF WORKERS 1977
MICKENS, A.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.17, NO.1, SPRING 1977, P. 65-82. BIBLIOG. 35
BLACKS, ECONOMICS, EQUILIBRIUM THEORY, GOVERNMENT REGULATION, GOVERNMENT SPENDING, MIGRANT WORKERS, REGIONAL PLANNING, UNEMPLOYMENT
THE MIGRATION OF THE WORK FORCE TOWARD REGIONS OF WEALTH AND OPPORTUNITIES IS TYPICAL OF THE AMERICAN SYSTEM FOR ALL RACES. GOVERNMENT JOB DEVELOPMENT ACCELERATES THIS PROCESS TOWARD EQUILIBRIUM EXCEPT IN THE CASE OF DEFENSE RELATED ACTIVITY THAT DERIVES ITS WORKERS FROM THE WHITE, SKILLED POOL ONLY.
MGMT: QRE77N0065

4060 REGIONAL DEVELOPMENT-ALTERNATIVES FOR NEW ENGLAND 1976
HOWELL, J.M.
LONG RANGE PLANNING, VOL.9, NO.5, OCT 1976, P. 72-77. BIBLIOG. 2
CAPITAL EXPENDITURE, CAPITAL MARKETS, ECONOMIC DEVELOPMENT, ECONOMIC GROWTH, ECONOMIC POLICY, ECONOMIC TRENDS, ECONOMICS, INCENTIVES, INDUSTRIAL DEVELOPMENT, LABOR FORCE, LABOR MARKET, MANUFACTURING, PLANNING, PRIVATE SECTOR, PUBLIC SECTOR, STATE GOVERNMENT, SUPPLY AND DEMAND, UNEMPLOYMENT, UNITED STATES
THE REASONS UNDERLYING THE ECONOMIC PROBLEMS THAT BESET THE NEW ENGLAND REGION ARE EXPLORED. THE REGIONAL ECONOMIC POLICY SHOULD CREATE A BUSINESS ENVIRONMENT THAT WILL PROVIDE THE INCENTIVE TO KEEP MORE PRODUCTION LINE JOBS IN THE REGION. THE RESTRUCTURING OF THE ROLE OF STATE AND LOCAL GOVERNMENTS TO ACHIEVE ECONOMIC GROWTH IS DISCUSSED.
MGMT: LRP76J0072

4061 THE REGIONAL DISTRIBUTION OF RETURNS TO HUMAN CAPITAL FEB 73
HANUSHEK, ERIC A.
HARVARD UNIV., CAMBRIDGE, MASS. DEPT. OF ECONOMICS.
GRANT NO. EDA-OER-015-G-72-9
NOTES: RESEARCH REPT. 37P
REGIONAL ECONOMY, INCOME DISTRIBUTION, WAGE RATES, NTISCOMEDA
THE PRIMARY FOCUS OF THE PAPER IS THE QUESTION OF STRUCTURAL SIMILARITY AMONG REGIONS. SINCE IT HAS BEEN COMMONPLACE TO ASSUME REGIONAL HOMOGENEITY, THE EXPLANATION OF REGIONAL ECONOMIC DIFFERENCES HAS PROCEEDED UNDER THE ASSUMPTION THAT VARIATION IN REGIONAL ECONOMIC ACTIVITY IS A FUNCTION SIMPLY OF INPUT DIFFERENCES, THE EQUALIZATION OF WHICH WOULD TEND TO EQUALIZE THE INCOME AND OUTPUT OF A REGION. THE PAPER DISCUSSES SOME EVIDENCE THAT REGIONAL ECONOMIES ARE CHARACTERIZED BY DIFFERENT INCOME AND WAGE STRUCTURES. IT THEN DRAWS ON THIS EVIDENCE TO DISCUSS ALTERNATIVE MODELS WHICH DESCRIBE THE REGIONAL WAGE STRUCTURES. SOME SUGGESTIONS OF HOW DEVELOPMENT STRATEGIES COULD INTERACT WITH LABOR MARKETS ARE PRESENTED. A METHODOLOGY IS OUTLINED FOR DECIDING UPON HOW DYNAMIC CONSIDERATIONS SHOULD ENTER INTO CURRENT POLICY DISCUSSIONS.
NTIS: COM-74-11213/7 NTIS PRICES PC$5.00/MF$1.45

4062 REGIONAL EMPLOYMENT IMPACTS OF RISING ENERGY PRICES 1975
MIERNYK, W.H.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SPRING MEETING, SPRING 1975, P. 518-523. BIBLIOG. 10
COAL, ECONOMIC GROWTH, ECONOMICS, ENERGY, INFLATION, OIL, OPEC, PRICE, RECESSION, SUPPLY AND DEMAND, UNEMPLOYMENT
AS THE DEMAND FOR ENERGY INCREASES WITH A RISE IN INDUSTRIAL PRODUCTION, IT IS LIKELY THAT THERE WILL BE FURTHER INCREASES IN THE PRICES OF COAL AND PETROLEUM. SUPPLY CONSTRAINTS WILL NOT DISAPPEAR. THE BENEFITS OF RISING ENERGY PRICES WILL NOT BE WIDELY DIFFUSED, THE COSTS WILL BE.
MGMT: IRR75N0518

4063 REGIONAL HOUSING AND LABOUR MARKETS. A MODEL FOR THE KNIFE EDGE PROBLEM 1974
WALDEN, LARS JOHAN
NATIONAL SWEDISH INST. FOR BUILDING RESEARCH, STOCKHOLM.
NOTES: 97P
HOUSING STUDIES, MANPOWER, LABOR MARKET, NTISSWIBR
:CONTENTS STATIC AND DYNAMIC EQUILIBRIUM FOR GOODS AND FACTORS OF PRODUCTION OF LONG DURATION: ELIMINATION OF SHORTAGE AS PRODUCTION CAPACITY IS GRADUALLY EXPANDED: THE ELIMINATION OF SHORTAGE WHEN THE LABOUR FORCES CONSTITUTES THE BOTTLENECK: THE RATE OF GROWTH OF HOUSING CONSUMPTION AND THE NEED FOR LABOUR FOR HOUSING CONSTRUCTION: GROWTH BY MEANS OF RELOCATION - THE EXPANSIVE REGION: THE HOUSING AND LABOUR MARKETS IN THE CONTRACTING REGION: THE CHOICE OF THE HOUSEHOLD WITH REGARD TO THE PLACE TO LIVE.
NTIS: PB-251 432/4ST NTIS PRICES PC$5.00/MF$2.25

4064 REGIONAL IMPACT OF THE VIETNAM WAR 1976
LYNCH, J.E.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.16, NO.2, SUMMER 1976, P. 37-50. BIBLIOG. 19
CITIES, ECONOMIC DEVELOPMENT, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, GOVERNMENT CONTRACTS, GOVERNMENT SPENDING, MILITARY
THE LONG-TERM INFLUENCE OF DEFENSE EXPENDITURE ACTIVITY ON REGIONAL GROWTH AND THE EXTENT TO WHICH THE VIETNAM WAR RESULTED IN A STIMULUS TO REGIONAL EMPLOYMENT WITH SUBSEQUENT EMPLOYMENT LOSSES FOR SPECIFIC AREAS ARE INVESTIGATED. THE VIETNAM WAR RESULTED IN A SIGNIFICANT LONG-TERM DESTABILIZING EMPLOYMENT IMPACT ON VARIOUS REGIONS.
MGMT: QRE76P0037

4055 REGIONAL LABOR SUPPLY RESPONSE TO NEGATIVE INCOME TAX PROGRAMS FEB 76
GREENBERG, DAVID H.;HOSEK, JAMES R.
RAND CORP., SANTA MONICA, CALIF. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
GRANT NO. EDA-OER-338-G-73-9
NOTES: RESEARCH REPT. 139P
INDUSTRIAL RELATIONS, INCOME TAX, MANPOWER, NEGATIVE INCOME TAX, HUSBANDS, WAGE RATES, WIVES, NTISCOMEDA
THIS REPORT IS A STUDY OF THE EFFECT OF NEGATIVE INCOME TAX PROGRAMS (NITS) ON LABOR SUPPLY. IT PROVIDES NATIONAL AND REGIONAL ESTIMATES OF THE LABOR SUPPLY RESPONSE TO ALTERNATIVE INCOME MAINTENANCE PROGRAMS OF HOUSEHOLDS WITH HUSBAND AND WIFE PRESENT. THE RESEARCH IS DIVIDED INTO TWO STAGES (1) THE ESTIMATION OF LABOR SUPPLY EQUATIONS AND (2) THE USE OF THESE EQUATIONS TO SIMULATE FOUR HYPOTHETICAL NITS THAT DIFFER WITH RESPECT TO BASIC SUPPORT LEVELS AND IMPLICIT TAX RATES. THE LABOR SUPPLY EQUATIONS ARE BASED ON A MODEL OF HOUSEHOLD UTILITY MAXIMIZATION IN WHICH THE LABOR SUPPLY OF HUSBAND AND WIFE ARE SIMULTANEOUSLY DETERMINED AS FUNCTIONS OF OWN WAGE RATE, SPOUSE WAGE RATE, AND OTHER VARIABLES.
NTIS: PB-254 311/4ST NTIS PRICES PC$6.00/MF$2.25

4056 REGIONAL POPULATION PROJECTIONS, ERIE AND NIAGARA COUNTIES SEP 72
ERIE AND NIAGARA COUNTIES REGIONAL PLANNING BOARDS, GRAND ISLAND, N.Y.
NOTES: HUD-N.Y. P-246
POPULATION GROWTH, FORECASTING, MANPOWER, NEW YORK, ERIE COUNTY(NEW YORK), NIAGARA COUNTY(NEW YORK), UPCD
POPULATION AND LABOR FORCE PROJECTIONS WERE PREPARED FOR BOTH ERIE AND NIAGARA COUNTIES AND ALL MUNICIPALITIES FROM 1970 TO THE YEAR 2000 BY 5-YEAR PERIODS. THE METHOD USED WAS A COMBINATION OF HARD DATA ON ACTUAL HOUSING STARTS AND THE AVAILABILITY OF WATER AND SEWER UTILITIES, WITH SURVIVAL-COHORT ANALYSIS COVERING BIRTHS, DEATHS AND MIGRATIONS. GENERALLY, PROJECTIONS FOR THIS STUDY REPRESENTED HIGHS AND OPS PROJECTIONS WERE LOWS FOR EACH OF THE TWO COUNTIES. GREATER USE OF LOCAL DATA, MORE INVOLVEMENT OF LOCAL OFFICIALS IN THE PROJECTION PROCESS, AND INTERLINKING OF PROJECTIONS WITH DEVELOPMENTAL POLICY ON WATER AND SEWER UTILITIES, AS WELL AS A REALISTIC APPPAISAL OF JOB AVAILABILITY ARE MAJOR FINDINGS OF THE STUDY.
NTIS: PB-226 176/6 NTIS PRICES PC$17.25/MF$1.45

4057 A REGIONAL RESIDENTIAL CAREER EDUCATION PROGRAM FOR FAMILIES.
FENENBOCK, MICHAEL C.
MOUNTAIN-PLAINS EDUCATION AND ECONOMIC DEVELOPMENT PROGRAM, INC., GLASGOW AFB, MONT.
NOTES: 12P.; FOR OTHER DOCUMENTS DESCRIBING ASPECTS OF THE MOUNTAIN-PLAINS PROGRAM, SEE CE 003 032-031
ADULT COUNSELING, CAREER EDUCATION, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, FAMILY LIFE EDUCATION, MODELS, OCCUPATIONAL GUIDANCE, RESIDENTIAL PROGRAMS, VOCATIONAL EDUCATION, MOUNTAIN PLAINS PROGRAM
THE PROMOTIONAL PAMPHLET EXPLAINS THE MOUNTAIN-PLAINS CAREER EDUCATION PROGRAM WHICH IS DESIGNED TO IMPROVE THE ECONOMIC, SOCIAL, AND PERSONAL STATUS OF RURAL INDIVIDUALS AND FAMILIES IN A SIX-STATE AREA. THE PROGRAM IS ENGAGED IN DEVELOPING A CAREER EDUCATION MODEL FOR DUPLICATION WHICH INCLUDES MOTIVATION TO CONTINUE EDUCATION; GUIDANCE ABOUT EDUCATION AND FUTURE EMPLOYMENT; PERSONAL, MARITAL, OCCUPATIONAL, AND CHILD COUNSELING; BASIC EDUCATION; AND OCCUPATIONAL PREPARATION. THE FUNCTIONS OF THE SUPPORT SERVICES AND EDUCATIONAL SERVICES DIVISIONS ARE BRIEFLY OUTLINED. SINCE THE PROGRAM IS RESIDENTIAL THE PAMPHLET ALSO EXPLAINS THE STUDENTS AREAS OF RESPONSIBILITY TO THE PROGRAM NECESSARY FOR SUCCESSFUL COMPLETION AND BRIEFLY DESCRIBES THE FACILITIES AT GLASGOW AIR FORCE BASE, MONTANA, WHERE THE PROGRAM IS LOCATED. (NH)
ERIC: ED103576

4058 REGISTERED NURSE EDUCATION AND THE REGISTERED NURSE JOB MARKET. SEP 74
HUNT, HOWARD ALLAN
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 255P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
ASSOCIATE DEGREES, BACHELORS DEGREES, COMPARATIVE ANALYSIS, DEGREES (TITLES), EDUCATIONAL PROGRAMS, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, JOB MARKET, MANPOWER UTILIZATION, MEDICAL EDUCATION, NURSES, PROFESSIONAL EDUCATION, RELEVANCE (EDUCATION), SALARY DIFFERENTIALS, SURVEYS
THIS EFFORT COMPARES THE GRADUATES OF THE THREE TYPES OF REGISTERED NURSE (RN) EDUCATION PROGRAMS (THREE-YEAR DIPLOMA IN NURSING, TWO-YEAR ASSOCIATE DEGREE IN NURSING (ADN), AND FOUR-YEAR BACHELOR OF SCIENCE DEGREE IN NURSING). THE BASIC OBJECTIVE IS TO DETERMINE WHETHER THEY ARE PERFECT SUBSTITUTES, ESPECIALLY WHETHER ADN GRADUATES CAN ADEQUATELY REPLACE DIPLOMA GRADUATES AS THE BASE OF THE PROFESSION. THE MEASUREMENT OF THE PERFORMANCE OF THE RNS IS INDIRECT. THE JOB MARKET OUTCOMES FOR RNS OF DIFFERENT EDUCATIONAL BACKGROUNDS REVEAL THE IMPLICIT EVALUATIONS BY EMPLOYERS OF RNS. REGRESSIONS OF THE PROBABILITY OF EMPLOYMENT IN VARIOUS NURSING JOBS AS A FUNCTION OF RN EDUCATION, WORK EXPERIENCE, AND VARIOUS PERSONAL CHARACTERISTICS ARE USED FOR THIS ANALYSIS. THE RN WAGE STRUCTURE IS ALSO EXAMINED TO DETERMINE WHETHER THERE IS CONSISTENT WAGE DIFFERENTIATION BETWEEN THE VARIOUS RN PREPARATIONS. THE DATA WERE DEVELOPED THROUGH A MAIL SURVEY OF A RANDOM SAMPLE OF CALIFORNIA RESIDENT RNS. A RESPONSE RATE OF ABOUT 80 PERCENT WAS OBTAINED WITH THREE MAILINGS, YIELDING 942 EMPLOYED RNS FOR THE ANALYSIS. CONCLUSIONS ARE THAT ADN GRADUATE AND DIPLOMA GRADUATE RNS ARE INDISTINGUISHABLE; THEY ARE PAID THE SAME WAGE, AND THEIR JOB DISTRIBUTION IS THE SAME WHEN WORK EXPERIENCE IS

(CONT.)
4068 CONTROLLED. HOWEVER, DIPLOMA GRADUATE RNS CANNOT SUBSTITUTE FOR BSN GRADUATE RNS. THEY ARE PAID SIMILAR WAGES WHEN JOB AREA IS CONTROLLED, BUT THEIR DISTRIBUTION AMONG JOB AREAS IS MARKEDLY DIFFERENT. (AUTHOR)
ERIC: ED101064 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.75)

4069 THE REGULATIONS AND THE PLANNING COUNCILS 1976
EDITORIAL, COMMENT.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 2-3.
COMMUNITY RELATIONS, COMMUNITY SERVICES, GOVERNMENT AGENCY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR, LABOR MANAGEMENT, PLANNING, RESOURCE ALLOCATION
CURRENT REGULATIONS ALLOW PRIME SPONSORS TO TREAT THE MANPOWER PLANNING COUNCILS LIKE CHILDREN WHO SHOULD BE SEEN BUT NOT HEARD. THERE SEEMS TO BE A CONFLICT BETWEEN THE REGULATION WHICH WOULD REQUIRE COMMUNITY-BASED REPRESENTATION ON THE PLANNING COUNCIL AND THE REGULATION WHICH WOULD DEPRIVE SOME REPRESENTATIVES OF A VOTE.
MGMT: ADM76M0002

4070 REHABILITATING AND RELOCATING THE HARD CORE UNEMPLOYED JAN 69
NYE, MICHAEL D.
MINNEAPOLIS REHABILITATION CENTER, INC., MINN.
CONTRACT NO. DL-87-25-66-13
NOTES: FINAL REPT. 67P
UNEMPLOYMENT, RELOCATION, RURAL AREAS, UNEMPLOYMENT, HARD CORE UNEMPLOYED, DISADVANTAGED GROUPS, JOB DEVELOPMENT
BETWEEN OCTOBER 1967 AND JULY 1968, THE MINNEAPOLIS REHABILITATION CENTER CONDUCTED ITS SECOND LABOR MOBILITY PROJECT. IT ATTEMPTED TO PREPARE A SAMPLE OF 76 UNEMPLOYED OR UNDEREMPLOYED RESIDENTS FROM RURAL NORTHERN MINNESOTA AND TO RELOCATE THEM FOR EMPLOYMENT PURPOSES IN THE METROPOLITAN MINNEAPOLIS-ST. PAUL AREA. THE PROJECT PROVIDED FULL-TIME REHABILITATION COUNSELING FOR SEVERAL WEEKS IN MINNEAPOLIS AFTER WHICH IT PLACED THE WORKER IN A JOB AND RELOCATED HIS FAMILY TO MINNEAPOLIS. (AUTHOR)
NTIS: PB-193 501 NTIS PRICES PC$3.00 MF$0.95

4071 THE REHABILITATION OF SCHOOL DROPOUTS IN OKLAHOMA CITY AN EXPERIMENTAL APPRAISAL. FINAL REPORT.
HORNBOSTEL, VICTOR O.;AND OTHERS
OKLAHOMA STATE UNIV., STILLWATER. RESEARCH FOUNDATION. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 196P.
ACADEMIC ACHIEVEMENT, ACADEMIC EDUCATION, ACHIEVEMENT, COMPARATIVE ANALYSIS, CONTROL GROUPS, DROPOUT REHABILITATION, DROPOUTS, EMPLOYMENT EXPERIENCE, EXPERIMENTAL GROUPS, EXPERIMENTAL PROGRAMS, INCOME, JOB PLACEMENT, JOB TENURE, SOCIAL ADJUSTMENT, STUDENT CHARACTERISTICS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, OKLAHOMA, OKLAHOMA CITY
THE PRIMARY RESEARCH OBJECTIVES OF THE 44-MONTH PROJECT WERE TO DETERMINE THE EXTENT TO WHICH MEMBERS OF EXPERIMENTAL AND CONTROL GROUPS WOULD DIFFER, AFTER TRAINING IN ACADEMIC ACHIEVEMENT, VOCATIONAL ACHIEVEMENT, PERSONAL-SOCIAL CHARACTERISTICS, AND JOB PLACEMENT AND JOB SUCCESS. THE SUBJECTS WERE UNEMPLOYED OR UNDEREMPLOYED SCHOOL DROPOUTS, BETWEEN THE AGES OF 17 AND 22, WHO HAD BEEN OUT OF SCHOOL FOR AT LEAST 1 YEAR. COMPARISONS WERE MADE AMONG THE GROUPS 118 SUBJECTS WHO RECEIVED A COMBINATION OF VOCATIONAL AND ACADEMIC TRAINING, 115 SUBJECTS WHO RECEIVED ONLY VOCATIONAL TRAINING, 59 SUBJECTS WHO RECEIVED ONLY ACADEMIC TRAINING, AND 46 SUBJECTS WHO RECEIVED LITTLE OR NO TRAINING (CONTROL GROUP). A PRE-TEST/POST-TEST CONTROL GROUP DESIGN AND EXTENSIVE USE OF ANALYSIS OF COVARIANCE PROCEDURES WERE BASIC TO THE STUDY. FINDINGS INCLUDED (1) DURING THE FIRST YEAR COVERED BY THE FOLLOWUP PERIOD, THE ACADEMIC-VOCATIONAL AND THE VOCATIONAL GROUPS EXCEEDED THE CONTROL GROUP IN PROPORTIONS ENTERING THE LABOR MARKET, IN AVERAGE NUMBER OF WEEKS OF EMPLOYMENT, AND IN AVERAGE ANNUAL EARNINGS, AND (2) BY THE END OF SECOND YEAR OF FOLLOWUP, HOWEVER, THERE WERE FEWER SIGNIFICANT DIFFERENCES ON EACH OF THESE VARIABLES. THE RESEARCH PARADIGM, THE EDUCATIONAL PROGRAM, A DESCRIPTION OF INSTRUMENTATION AND ANALYSIS, AND A SUMMARY OF RELATED DOCTORAL DISSERTATIONS ARE INCLUDED. (PS)
ERIC: ED021979

4072 REHABILITATION THROUGH EMPLOYMENT PROCEED WITH CAUTION WIN 77
MCDANISH, MARTIN J.
OFFENDER REHABILITATION:1:2:147-161
CORRECTIONAL REHABILITATION, REHABILITATION PROGRAMS, CRIMINALS, EMPLOYMENT PROGRAMS, EMPLOYMENT PROBLEMS, STATE OF THE ART REVIEWS, PROGRAM DESIGN, SYSTEMS APPROACH
RECENT YEARS HAVE SEEN A PROLIFERATION OF MANPOWER AND MANPOWER-RELATED PROGRAMS IMPLEMENTED IN THE CRIMINAL JUSTICE SYSTEM. THIS ARTICLE IS AIMED AT HELPING TO DEVELOP A GENERAL FRAME OF REFERENCE, AND AT POINTING TO DIRECTIONS FOR THE FUTURE FOR INTERSYSTEMS PLANNING. (AUTHOR)
ERIC: EJ160141

4073 REHABILITATION, SHELTERED WORKSHOPS, AND THE DISADVANTAGED AN EXPLORATION IN MANPOWER POLICY. FEB 70
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 251P.; PAPERS AND SUMMARIES OF PROCEEDINGS OF A CONFERENCE (RIVERDALE, N.Y., FEBRUARY 16-18, 1970)
CONFERENCE REPORTS, DISADVANTAGED GROUPS, HUMAN RESOURCES, LABOR MARKET, MANPOWER

(CONT.)

4073 DEVELOPMENT, PROGRAM DEVELOPMENT, RESEARCH METHODOLOGY, RESEARCH NEEDS, SHELTERED WORKSHOPS, UNEMPLOYMENT, VOCATIONAL REHABILITATION, YOUTH EMPLOYMENT

THIS PUBLICATION CONTAINS PRESENTATIONS AND SUMMARY OF A CONFERENCE DESIGNED TO EXPLORE THE POTENTIAL OF THE REHABILITATION MODEL IN PROVIDING REHABILITATION AND MANPOWER SERVICES TO THE DISADVANTAGED THROUGH SHELTERED WORKSHOPS. PRESENTED BY SCHOLARS AND PRACTITIONERS IN THE FIELDS OF MANPOWER ECONOMICS, PSYCHOLOGY, SOCIAL PSYCHOLOGY, SOCIOLOGY, AND REHABILITATION, THE PRESENTATIONS RAISE QUESTIONS AND SUGGEST SOME SOLUTIONS CONCERNING THE FEASIBILITY OF MODIFYING AND EXPANDING VOCATIONAL REHABILITATION TO ACHIEVE MANPOWER OBJECTIVES. MAJOR THEMES OF THE PRESENTATIONS WERE (1) SHELTERED WORKSHOPS AN OVERVIEW, (2) BEHAVIORAL SCIENCE ISSUES, (3) MANPOWER PERSPECTIVES, (4) REHABILITATION PROGRAM PERSPECTIVES, AND (5) RESEARCH PERSPECTIVES. (SB)

ERIC: ED075609 VAIL-BALLOU PRESS, INC., BINGHAMTON, N.Y. (NO PRICE QUOTED)

4074 REHABILITATIVE INFLUENCES IN CALIFORNIA YOUTH CONSERVATION CAMPS. PHASE I THE CALIFORNIA YOUTH CONSERVATION CAMPS AND THEIR WARDS. MAY 65

ROBERTS, CHESTER F., JR.

NOTES: 59P.

DELINQUENT REHABILITATION, DELINQUENTS, INDIVIDUAL CHARACTERISTICS, INSTITUTIONAL ENVIRONMENT, MANPOWER DEVELOPMENT, REHABILITATION PROGRAMS, YOUTH PROBLEMS, CALIFORNIA YOUTH CONSERVATION CAMPS

TO PROVIDE A GENERAL OVERVIEW OF THE YOUTH CONSERVATION CAMP ENVIRONMENT AND THE DIFFERENCES AND SIMILARITIES AMONG CAMPS DUE TO SELECTIVE ASSIGNMENT AND THE WEEDING-OUT PROCESS, A REVIEW WAS MADE OF FOUR MAIN CAMPS OPERATED BY THE CALIFORNIA YOUTH AUTHORITY AND THE CALIFORNIA DIVISION OF FORESTRY. AN ANALYSIS OF THE MAJOR PERSONAL AND BACKGROUND CHARACTERISTICS OF THE CAMP WARDS DURING 1962 AND 1963 DISCLOSED THAT (1) THE WARDS 16 YEARS OLD AND ABOVE WHO ARE ASSIGNED TO CAMPS ARE SIGNIFICANTLY DIFFERENT FROM YOUTH AUTHORITY WARDS IN OTHER INSTITUTIONS IN TERMS OF PAROLE PERFORMANCE CHARACTERISTICS, (2) NO ONE CAMP DISPLAYS A SIGNIFICANT DIFFERENCE IN OVERALL PAROLE PERFORMANCE IN RELATION TO THE TOTAL CAMPS, (3) DATA FROM 1962 PAROLEES SUGGEST THAT THERE ARE DIFFERENCES IN THE PAROLE PERFORMANCE OF CERTAIN CATEGORIES OF WARDS WHEN RELEASED FROM DIFFERENT CAMPS, AND (4) WARDS ASSIGNED TO EACH OF THE FOUR CAMPS SHOW A NUMBER OF SIGNIFICANT CHARACTERISTIC DIFFERENCES IN COMPARISON WITH THE PROPORTION IN THE TOTAL CAMPS. PHASE 2 OF THE STUDY IS VT 008 900. (SB)

AIM/ARM: VT011192

4075 REHABILITATIVE INFLUENCES IN CALIFORNIA YOUTH CONSERVATION CAMPS. PHASE 2 STAFF POLICIES AND WARD REACTIONS. 19 APR 68

ROBERTS, CHESTER F.

NOTES: 112P.

ADJUSTMENT (TO ENVIRONMENT), ADMINISTRATIVE POLICY, ATTITUDES, DELINQUENT REHABILITATION, DELINQUENTS, INSTITUTIONAL ENVIRONMENT, MANPOWER DEVELOPMENT, REACTIVE BEHAVIOR, REHABILITATION PROGRAMS, STAFF ORIENTATION, YOUTH PROBLEMS, CALIFORNIA YOUTH CONSERVATION CAMPS

TO DEFINE FACTORS ASSOCIATED WITH ADMINISTRATIVE POLICY AND STAFF ORIENTATION AND TO EXAMINE WARD RESPONSES AND REACTIONS TO THESE FACTORS, DATA WERE GATHERED BY SEVERAL TECHNIQUES FROM WARDS AND STAFF IN TWO SELECTED STUDY CAMPS. ALTHOUGH WIDE VARIATIONS IN STAFF ORIENTATION AND ADMINISTRATIVE POLICY CHARACTERIZED THE CAMPS, NO SIGNIFICANT DIFFERENCES WERE FOUND FOR WARD PAROLE VIOLATION. THERE WAS A HIGH CORRELATION BETWEEN WARD IN-CAMP ATTITUDES AND REACTIONS AND DIFFERENCES IN STAFF ORIENTATION AND ADMINISTRATIVE POLICY. DATA FROM INTERVIEWS WITH ADMINISTRATIVE PERSONNEL AND NON-ADMINISTRATIVE STAFF QUESTIONNAIRES REVEALED WIDE DIFFERENCES BETWEEN CAMPS WITH RESPECT TO CAMP TREATMENT GOALS, PATTERNS OF STAFF/WARD RELATIONS, RULE AND REGULATION ENFORCEMENT, COUNSELING AND TREATMENT PRACTICE, AND ATTITUDES TOWARD JOB. SIMILARLY, WARD QUESTIONNAIRES REVEALED EQUALLY WIDE BETWEEN-CAMP DIFFERENCES IN ATTITUDES TOWARD CAMP STAFF AND PROGRAMS. ALTHOUGH BETWEEN-CAMP DIFFERENCES ARE RELATED TO IN-CAMP WARD ADJUSTMENT AND ATTITUDE, THERE IS NO EVIDENCE THAT THESE DIFFERENCES INFLUENCE POSTRELEASE REHABILITATION. PHASE 1 OF THE STUDY IS VT 011 192. (SB)

AIM/ARM: VT008900

4076 THE RELATION OF CERTAIN PERSONALITY TRAITS TO SELECTED PROFESSIONAL AND SOCIAL ATTRIBUTES OF OKLAHOMA MALE COUNTY FIELD EXTENSION PERSONNEL. MAY 69

BAJAJ, DEV RAJ

OKLAHOMA STATE UNIV., STILLWATER.

NOTES: 186P.; ED.D. THESIS

AGE DIFFERENCES, BIBLIOGRAPHIES, CHIEF ADMINISTRATORS, CORRELATION, DOCTORAL THESES, EXTENSION AGENTS, JOB SATISFACTION, MALES, PARTICIPATION, PERSONALITY, RESIDENTIAL PATTERNS, RURAL EXTENSION, SOCIAL BACKGROUND, SPECIALISTS, TEACHING EXPERIENCE, TENURE, YOUTH LEADERS, OKLAHOMA

THIS STUDY ASSESSED THE PERSONALITY TRAITS OF OKLAHOMA FIELD EXTENSION PERSONNEL AS RELATED TO CERTAIN PROFESSIONAL AND SOCIAL ATTRIBUTES AND TO JOB INVOLVEMENT. A SPECIAL BACKGROUND QUESTIONNAIRE, A JOB INVOLVEMENT INVENTORY, AND A TRUE FALSE TEST CALLED THE CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI) WERE ADMINISTERED TO 77 COUNTY EXTENSION DIRECTORS, 41 FOUR H AGENTS, AND 42 SPECIALISTS. PERCENTAGES OF RESPONDENTS HAVING ABOVE AVERAGE CPI SCORES WERE 68% FOR THE CATEGORY OF POISE, ASCENDANCY, AND SELF-ASSURANCE; 93% FOR MATURITY, SOCIALIZATION, AND RESPONSIBILITY; RISE OF NATIONALISM, ETHNIC CONSCIOUSNESS, AND AGRARIAN REFORM ON THE NATURE AND AND INTEREST MODES. SINCE MOST SUBJECTS HAD HAD SOME POSTGRADUATE EDUCATION, THIS FINDING WAS NOT CONSIDERED

(CONT.)
4076 EXCEPTIONAL. JOB INVOLVEMENT WAS POSITIVELY RELATED TO THE TRAITS OF SOCIABILITY, SENSE OF WELL-BEING, SELF-CONTROL, ACHIEVEMENT THROUGH CONFORMANCE, AND INTEREST IN MAKING A GOOD IMPRESSION; BUT WAS NEGATIVELY RELATED TO FLEXIBILITY. EXTENSION PERSONNEL WITH ADVANCED FORMAL EDUCATION, KNOWLEDGE OF SOCIAL SCIENCES, HIGH STATUS BACKGROUND (FATHERS OCCUPATION), A TECHNICAL SUBJECT SPECIALIZATION, PREVIOUS TEACHING EXPERIENCE, A PREFERENCE FOR LIVING IN MEDIUM-SIZED COMMUNITIES, AND PREFERENCES FOR PARTICIPATING IN RELIGIOUS AND FRATERNAL ORGANIZATIONS, SCORED HIGHEST ON VIRTUALLY ALL CPI ITEMS. (LY)
ERIC: ED045386 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 70-21,342, MF $4.00, XEROGRAPHY $7.60)

4077 THE RELATIONSHIP BETWEEN EXPECTANCIES AND JOB BEHAVIOR FOR WHITE AND BLACK EMPLOYEES AUT 72
GREENHAUS, JEFFREY H.;GAVIN, HAMES F.
PERSONNEL PSYCHOLOGY:25:3:449-55
BLUE COLLAR OCCUPATIONS, CAUCASIANS, COMPARATIVE ANALYSIS, EMPLOYEE ATTITUDES, EMPLOYEES, EXPECTATION, MOTIVATION, NEGROES, SURVEYS
IT WAS FOUND THAT THE BLACKS IN THIS STUDY TENDED TO SEE A GREATER CONNECTION BETWEEN HARD WORK AND REWARDS THAN DID WHITES. (AUTHOR)
ERIC: EJ062930

4078 RELATIONSHIP BETWEEN FERTILITY AND LABOR PARTICIPATION OF MARRIED WOMEN, WHITE AND BLACK WOMEN SEP 76
GREGORY, PAUL R.;THOMAS, R. WILLIAM;MOORE, WILLIAM J.
HOUSTON UNIV., TEXAS. DEPT. OF ECONOMICS. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-48-74-44
NOTES: FINAL REPT. 57P
FEMALES, CAREER DEVELOPMENT, NATIONAL LONGITUDINAL SURVEY, NTISLABPEU, NTISLABETA
THE REPORT CONTAINS RESULTS OF A STUDY OF THE IMPACT OF FERTILITY (NUMBER OF CHILDREN AND CHILD SPACING) ON THE LABOR FORCE PARTICIPATION, LABOR SUPPLY, AND HOURLY EARNINGS OF MARRIED WOMEN 30-44 IN 1967. LITERATURE SURVEYS ARE INCLUDED. THE DATA SOURCE IS THE NATIONAL LONGITUDINAL SURVEY. REGRESSION MODELS (OLS AND PROBIT) OF LABOR FORCE PARTICIPATION, HOURS (WEEKS) WORKED, LIFETIME LABOR SUPPLY, AND HOURLY EARNINGS ARE ESTIMATED FOR WHITE AND BLACK SAMPLES TO DETERMINE THE IMPACTS OF CHILDREN, ATTITUDINAL AND SOCIOECONOMIC VARIABLES ON LABOR SUPPLY AND EARNINGS. THE SOURCES OF THE BLACK EARNINGS DIFFERENTIAL ARE ANALYZED.
NTIS: PB-257 111/3ST NTIS PRICES PC A04/MF A01

4079 THE RELATIONSHIP BETWEEN INDIVIDUAL ATTRIBUTES AND JOB DESIGN REVIEW AND ANNOTATED BIBLIOGRAPHY AUG 75
BARRETT, GERALD V.;DAMBROT, FAYE H.;SMITH, GARY R.
AKRON UNIV OHIO DEPT OF PSYCHOLOGY
CONTRACT NO. N00014-74-A-0202-0001
NOTES: TECHNICAL REPT. 493P
JOBS, JOB ANALYSIS, JOB DESIGN, INDIVIDUAL DIFFERENCES, NTISDODXA
THIS DOCUMENT PROVIDES A REVIEW OF THE LITERATURE, AN ANNOTATED BIBLIOGRAPHY, AND GLOSSARY OF TERMS RELATED TO CURRENT AND PAST TRENDS IN JOB DESIGN. THE FOLLOWING TOPICS ARE INCLUDED QUALITY OF WORK LIFE; CONCEPTUAL AND THEORETICAL FRAMEWORK FOR JOB DESIGN; MEASUREMENT OF TASKS AND JOB STRUCTURAL ATTRIBUTES; SURVEY CASE, FIELD, AND LABORATORY STUDIES OF JOB DESIGN; AND INTERACTION OF INDIVIDUAL AND GROUP VARIABLES WITH JOB DESIGN.
NTIS: AD-A031 790/9ST NTIS PRICES PC A21/MF A01

4080 RELATIONSHIP BETWEEN WORK DISCOURAGEMENT EFFECT OF A CHILD AND THE LABOR FORCE DECISION OF MARRIED FEMALE TEACHERS: A COMMENT 1976
BAQUEIRO, A.J.; BREEN, J.J.; MEAD, D.E.; WISE, D.E.
REVIEW OF BUSINESS + ECONOMICS RESEARCH, VOL95., NO.2, MAY 1976, P. 241-244. BIBLIOG. 6
ECONOMICS, EMPLOYMENT, FORECASTING, LABOR FORCE, LABOR MARKET, QUANTITATIVE METHODS, WOMEN
AND AGE OF CHILD IN LABOR FORCE PARTICIPATION OF FEMALE TEACHERS IS EXAMINED. AN ALTERNATIVE TO GRAMMS MODEL IS PRESENTED AND IS CLAIMED TO HAVE MORE THEORETICAL AND INTUITIVE APPEAL.
MGMT: 33E76E0241

4081 THE RELATIONSHIP OF MIGRANT WORKERS ATTITUDES AND BEHAVIOR TO THEIR WORK ENVIRONMENT. FINAL REPORT. 26 APR 71
HARPER, DEAN H.
ROCHESTER UNIV., N.Y. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 42P.
AGRICULTURAL LABORERS, BEHAVIOR, MIGRANT EMPLOYMENT, MIGRANT PROBLEMS, MIGRANT WORKERS, OCCUPATIONAL ASPIRATION, SUBEMPLOYMENT, UNDEREMPLOYED, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT, WORK EXPERIENCE
A SURVEY OF THE ATTITUDES OF MIGRANT FARM WORKERS IN TWO UPSTATE NEW YORK FARM CAMPS REVEALED THAT WHILE ABOUT TWO-THIRDS OF THEM ENJOYED FARM WORK, ABOUT ONE-HALF OF THEM FELT THAT THE FARM WORKER HAD NO CHANCE IN LIFE AND ABOUT 60% ASPIRED TO EARN LESS THAN $1000 FOR THE SUMMERS WORK. IN STRUCTURED, SYSTEMATIC INTERVIEWS, WORKERS PROFESSED FEW COMPLAINTS ABOUT FARM WORK, BUT THE OPEN-ENDED AND MORE INTENSIVE INTERVIEWING OF A FEW

(CONT.)
4091 WORKERS REVEALED THAT EXPLOITATION CHARACTERIZES NEARLY EVERY ASPECT OF THE FARM WORKERS LIFE. (AUTHOR)
ERIC: ED031950 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 772, MF $1.45, HC $3.00)

4092 THE RELATIONSHIP OF PUBLIC SERVICES EMPLOYMENT TO THE NEW SOCIETY. OCT 71
RIESSMAN, FRANK
SOCIAL CHANGE, CHANGE AGENTS, SOCIAL INFLUENCES, GOVERNMENT ROLE, HUMAN SERVICES, EMPLOYMENT PROGRAMS, ECOLOGICAL FACTORS, RESOURCE ALLOCATIONS, UNEMPLOYMENT, WELFARE RECIPIENTS, PUBLIC POLICY, NEW SOCIETY
A QUALITY PUBLIC SERVICE EMPLOYMENT PROGRAM, DIRECTED TOWARDS A HUMAN SERVICES SOCIETY THAT FOCUSES ON IMPROVING THE QUALITY OF LIFE, IS A MAJOR STRATEGY FOR REORGANIZING OUR SOCIETY. THIS IMPORTANT RADICAL AGENDA MUST BE CAREFULLY MONITORED AT THE PRESENT TIME IN ORDER TO EXPAND POSITIVE CONSCIOUSNESS AND UNDERSTANDING AND PREVENT DESTRUCTION OF SUCH A PROGRAM BY THE PRESENT ADMINISTRATION. IF WE SHIFT PRIORITIES AND RESOURCES FROM THE MILITARY TO THE HUMAN SERVICE ECONOMY, WITH THE GOVERNMENT AS THE EMPLOYER OF FIRST RESORT, UNEMPLOYMENT WILL BE ALLEVIATED. THIS BASIC SOCIAL CHANGE IS AN OUTGROWTH OF THE RISING DEMANDS FOR ALTERNATIVE HUMANE LIFE STYLES, EMANATING FROM YOUTH, WOMEN, MINORITY GROUPS, AND THE ADVOCATES OF AN ECOLOGICALLY BALANCED WORLD. THE BEGINNINGS OF A NEW KIND OF SOCIETY REQUIRE THE PROJECTING OF A VISION AND A STRATEGY FOR ITS IMPLEMENTATION. THE CONSCIOUSNESS OF PEOPLE ABOUT PUBLIC SERVICE EMPLOYMENT HAS TO BE EXPANDED BOTH QUANTITATIVELY AND QUALITATIVELY. THE GREATEST PRESENT DANGER IS THAT THE NEW EMERGENCY EMPLOYMENT ACT, WHICH PROVIDES ABOUT 130,000 PUBLIC SERVICE JOBS, MAY BE UTILIZED IN EXTREMELY NEGATIVE WAYS BECAUSE OF THE CURRENT POLITICAL CONTEXT. (AUTHOR/AG)
AIM/ARM: VT018798

4093 RELATIONSHIPS AMONG AN INDIVIDUAL INTELLIGENCE TEST AND TWO AIR FORCE SCREENING AND SELECTION TESTS. MAR 74
MCGREVY, DAVID F.;AND OTHERS
AIR FORCE HUMAN RESOURCES LAB., BROOKS AFB, TEXAS.
NOTES: 17P.
ABILITY IDENTIFICATION, APTITUDE TESTS, INTELLIGENCE TESTS, MANPOWER UTILIZATION, MILITARY PERSONNEL, MINORITY GROUPS, PSYCHOLOGICAL TESTS, RACIAL DIFFERENCES, STATISTICAL ANALYSIS, AIRMAN QUALIFYING EXAMINATION, ARMED FORCES QUALIFICATION TEST, WECHSLER ADULT INTELLIGENCE SCALE
WITH THE IMPLEMENTATION OF THE ALL VOLUNTEER FORCE CONCEPT, THE AIR FORCE MUST ENSURE THAT THE OBJECTIVELY MEASURABLE RANGE OF ABILITY IN ITS MANPOWER POOL IS BEING UTILIZED. THIS IS ESPECIALLY TRUE FOR MINORITY GROUPS WHO HAVE BEEN CATEGORIZED AND CHANNELED INTO MILITARY CAREER AREAS BASED ON THEIR PERFORMANCE ON TWO SELECTION TESTS THE ARMED FORCES QUALIFICATION TEST (AFQT) AND THE AIRMAN QUALIFYING EXAMINATION (AQE). TO INVESTIGATE THE RELATIONSHIP OF THE AFQT AND AQE TO THE GENERAL MENTAL ABILITY OF DIFFERENT RACIAL GROUPS OF AIRMEN, A SAMPLE OF 100 BLACK AND 100 WHITE AIR FORCE BASIC TRAINEES WAS ADMINISTERED AN ESTABLISHED TEST OF GENERAL MENTAL ABILITY, THE WECHSLER ADULT INTELLIGENCE SCALE (WAIS). THE VERBAL, PERFORMANCE, AND FULL SCALE IQ SCORES OF THE WHITE AND BLACK AIRMEN WERE COMPARED TO THEIR AFQT SCORES AND THEIR FOUR AQE APTITUDE INDEXES. SIGNIFICANT DIFFERENCES BETWEEN BLACK AND WHITE AIRMEN WERE FOUND ON THE AFQT, THE FOUR AQE APTITUDE INDEXES, AND THE THREE WAIS IQS. REGRESSION ANALYSES DEMONSTRATED MOST DIFFERENCES TO BE INTERACTION EFFECTS BETWEEN RACE AND AIR FORCE TEST SCORES. IMPLICATIONS FOR FURTHER RESEARCH INTO AIR FORCE AIRMEN SELECTION TESTS ARE DISCUSSED. (NTIS)
ERIC: ED100981 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (ORDER NO. AD-781 033: MF-$1.45, HC-$3.00)

4094 THE RELATIONSHIPS AMONG JOB SATISFACTION, JOB CHALLENGE JOB AUTONOMY, AND ROTTERS INTERNAL-EXTERNAL CONTROL MEASURE SEP 77
CARDINAL, LAWRENCE D.
AIR FORCE INST OF TECH WRIGHT-PATTERSON AFB OHIO SCHOOL OF ENGINEERING
NOTES: MASTERS THESIS 139P
JOB SATISFACTION, PERCEPTION(PSYCHOLOGY), ATTITUDES(PSYCHOLOGY), JOB CHALLENGE, PSYCHOMETRICS, REINFORCEMENT(PSYCHOLOGY), EXPECTATIONS, NTISDODXA
THIS THESIS EXAMINES RELATIONSHIPS AMONG SEVERAL JOB VARIABLES AND THE ROTTER INTERNAL-EXTERNAL (I-E) CONTROL MEASURE (AD 637 750). A SECONDARY PURPOSE WAS TO DETERMINE IF DIFFERENCES IN I-E ORIENTATION EXIST BETWEEN DIFFERENT AIR FORCE SUB-GROUPS. ANALYSIS OF SURVEY DATA SUPPORTED THE HYPOTHESIS THAT THERE IS A POSITIVE RELATIONSHIP AMONG THE VARIABLES OF JOB SATISFACTION, CHALLENGE, AUTONOMY, AND THE ROTTER I-E SCALE. INTERNALS WERE FOUND TO BE GENERALLY MORE JOB SATISFIED THAN EXTERNALS. FINALLY, THE COMBINATION OF HIGH CHALLENGE, HIGH AUTONOMY, AND INTERNAL CONTROL ORIENTATION PROVIDED FOR THE HIGHEST LEVEL OF JOB SATISFACTION FOUND IN THIS SURVEY. ANALYSIS DEALING WITH I-E ORIENTATION BETWEEN VARIOUS GROUPS REVEALED THAT MEN, WHITES AND ENLISTED PERSONNEL ARE MORE INTERNAL THAN, RESPECTIVELY, WOMEN, NON-WHITES AND OFFICERS. BECAUSE OF THE MULTIDIMENSIONAL NATURE OF THE ROTTER MEASURE, HOWEVER, FURTHER VALIDITY AND DIMENSIONALITY STUDIES INTO THE I-E SCALE ARE REQUIRED BEFORE RECCOMMENDATIONS CAN BE MADE.
NTIS: AD-A045 980/0ST NTIS PRICES PC A07/MF A01

4085 RELATIONSHIPS BETWEEN CHANGING RESIDENCE LOCATION AND LABOR FORCE PERFORMANCE FOR BLACK NEW RESIDENT HOUSEHOLDS FOR AN INNER SUBURB. FEB 72
SUTKER, SARA SMITH
MISSOURI UNIV., ST. LOUIS. CENTER FOR COMMUNITY AND METROPOLITAN STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 116P.
FAMILY (SOCIOLOGICAL UNIT), FAMILY MOBILITY, LABOR FORCE, MIDDLE CLASS CULTURE, MIGRATION PATTERNS, NEGRO ACHIEVEMENT, NEGRO EDUCATION, NEGRO EMPLOYMENT, NEGRO HOUSING, SUBURBAN ENVIRONMENT, SUBURBAN HOUSING, URBAN ENVIRONMENT, WORKING WOMEN, HOME OWNERS
THE OBJECTIVE OF THE STUDY IS TO EXAMINE THE EFFECTS WHICH BUYING AND MOVING TO A HOUSE IN A MIDDLE-CLASS SUBURB MAY HAVE ON A BLACK FAMILY THE EXTENT TO WHICH THE HEAD AND SPOUSE ARE FULLY EMPLOYED, THE OCCUPATIONAL LEVEL OF THEIR JOBS, AND WHETHER WORKPLACES ARE LOCATED IN AREAS OF EXPANDING OPPORTUNITY. INTERVIEWS WERE CONDUCTED IN 1971 AMONG 155 BLACK HUSBAND-WIFE FAMILIES WHO HAD MOVED FROM ST. LOUIS TO PURCHASED HOMES IN THE SUBURB OF UNIVERSITY CITY IN 1969. THEY DIFFER FROM THEIR NEIGHBORS PRINCIPALLY BY BEING YOUNGER, WITH EXPANDING FAMILIES MORE LIKELY HEADED BY A PERSON WITH A BLUE-COLLAR OCCUPATION. THEY ARE BETTER EDUCATED THAN THEIR INNER CITY COUNTERPARTS AND MORE OF THE WIVES ARE EMPLOYED. STATISTICAL TABLES ARE PROVIDED IN SUPPORT OF THESE AND OTHER CONCLUSIONS. (AG)
ERIC: ED091986 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 569, MF $1.45, HC PRICE NOT QUOTED)

4086 RELATIONSHIPS BETWEEN PERFORMANCE ON THE VOCATIONAL INTEREST-CAREER EXAMINATION AND REPORTED JOB SATISFACTION DEC 76
ALLEY, WILLIAM E.;WILBOURN, JAMES M.;BERBERICH, GEORGE L.
AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TEX
NOTES: 7719
APTITUDE TESTS, JOB SATISFACTION, VOCATIONAL INTERESTS, ARMED SERVICES VOCATIONAL APTITUDE BATTERY, NTISDODXA
THIS REPORT DESCRIBES THE VALIDATION OF AN AIR FORCE VOCATIONAL INTEREST INVENTORY IN THE ENLISTED FORCE. THE VOCATIONAL INTEREST-CAREER EXAMINATION (VOICE) WAS ADMINISTERED TO 13,000 RECRUITS DURING BASIC MILITARY TRAINING. AFTER APPROXIMATELY ONE YEAR ON THE JOB, THEY WERE SURVEYED TO DETERMINE THE EXTENT TO WHICH THEY WERE SATISFIED WITH THEIR RESPECTIVE OCCUPATIONAL ASSIGNMENTS. INDIVIDUAL APTITUDE VARIABLES FROM THE ARMED SERVICES VOCATIONAL APTITUDE BATTERY (ASVAB) SERVED AS CONTROL MEASURES. MULTIPLE REGRESSION ANALYSES WERE USED TO CHARACTERIZE RELATIONSHIPS BETWEEN ENTRY-LEVEL INTERESTS AND EVENTUAL JOB SATISFACTION AND TO EXPLORE MODERATING EFFECTS DUE TO SEX AND APTITUDE SCORES. RESULTS OF ANALYSES INDICATED THAT THE VOICE SUBSCALE PROVIDED RELIABLE AND SIGNIFICANT PREDICTION OF JOB SATISFACTION FOR BOTH MALES AND FEMALES. RECCOMMENDATIONS FOR OPERATIONAL IMPLEMENTATION OF THE PROCEDURE WERE DISCUSSED. (AUTHOR)
NTIS: AD-A040 754/4ST NTIS PRICES PC A03/MF A01

4087 THE RELATIVE COSTS OF FORMAL AND ON-THE-JOB TRAINING FOR NAVY ENLISTED OCCUPATIONS. NOV 71
WEIHER, RODNEY;HOROWITZ, STANLEY A.
NATIONAL ACADEMY OF PUBLIC ADMINISTRATION, WASHINGTON, D.C.
NOTES: 52P.
COST EFFECTIVENESS, ENLISTED MEN, JOB SKILLS, MILITARY PERSONNEL, MILITARY TRAINING, OFFICER PERSONNEL, ON THE JOB TRAINING, SPECIAL EDUCATION, TEACHING METHODS, UNITED STATES NAVY
THE PURPOSE OF THE STUDY OF NAVY ENLISTED PERSONNEL SPECIALIZED TRAINING IS TO DETERMINE, IN AS MANY RATINGS AS POSSIBLE WHICH MAJOR SKILLS CAN BE LEARNED ON THE JOB; THE LEARNING CURVES FOR NON-A-SCHOOL GRADS AND FOR A-SCHOOL GRADS; AND THE RELATIVE COSTS OF TRAINING THIRD-CLASS PETTY OFFICERS VIA FORMAL TRAINING AND ON JOB TRAINING. (AUTHOR)
ERIC: ED061510 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (AD-734 857, MF $.95, HC $3.00)

4088 THE RELATIVE ECONOMIC STATUS OF CHINESE, JAPANESE, BLACK, AND WHITE MEN IN CALIFORNIA. 74
WONG, HAROLD H.
CALIFORNIA UNIV., BERKELEY. INST. OF RACE AND COMMUNITY RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 206P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
ACCULTURATION, CENSUS FIGURES, CROSS CULTURAL STUDIES, DEMOGRAPHY, DOCTORAL THESES, ECONOMIC DISADVANTAGEMENT, ECONOMIC RESEARCH, ECONOMIC STATUS, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT PATTERNS, ETHNIC GROUPS, LABOR FORCE, OCCUPATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, RACIAL DISCRIMINATION, SOCIOCULTURAL PATTERNS
THIS STUDY HYPOTHESIZES THAT CHINESE, JAPANESE, AND BLACKS IN CALIFORNIA EARN LESS AT EACH LEVEL OF EDUCATION AND AGE THAN DO WHITES, AND THAT THE SITUATION IS NOT IMPROVING. HYPOTHESIZED REASONS INCLUDE A LOWER RETURN ON EDUCATION, EXCLUSION FROM HIGH EARNING OCCUPATIONS, NONADVANCEMENT WITHIN AN OCCUPATION, AND GREATER UNEMPLOYMENT. A BASIC MODEL CONTAINING EXPERIENCE, EDUCATION, VOCATIONAL TRAINING, DISABILITY, AND LOCATION AND ACCULTURATION VARIABLES IS USED TO ANALYZE ANNUAL EARNINGS. MORE COMPLEX MODELS ADD OCCUPATION AND/OR CLASS OF WORKER TERMS TO THE BASIC MODEL. STATISTICAL TESTS MEASURE THE RELIABILITY OF THE ESTIMATED EFFECTS OF THE EXPLANATORY VARIABLES. MAJOR FINDINGS ARE THAT (1) ALMOST ALL MEN, AGE 21-65, ARE IN THE LABOR FORCE SO THAT UNEMPLOYMENT IS A NEGLIGIBLE FACTOR IN ANNUAL EARNINGS; (2) THE EFFECTS OF ADDITIONAL YEARS OF SCHOOLING ARE STATISTICALLY RELIABLE WHEREAS THE EFFECT OF A DIPLOMA IS NOT; (3) ASIAN EARNINGS

(CONT.)
4088 ARE GREATLY DECREASED BY APPARENT LACK OF AMERICAN ACCULTURATION; (4) WHITE EARNINGS EXCEED MINORITY EARNINGS BECAUSE OF PRICE, RATHER THAN MEAN DIFFERENCES IN PERSONAL CHARACTERISTICS, ATTESTING TO THE EXISTENCE OF RACIAL DISCRIMINATION; AND (5) HISTORICAL, PSYCHOLOGICAL, AND SOCIOLOGICAL INSIGHTS ARE CRUCIAL TO THE ECONOMIC STUDY OF SOCIAL PROBLEMS. (AUTHOR/JH)
ERIC: ED098118 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($6.00)

4089 RELATIVE WAGE DETERMINATION AMONG INDUSTRIES SOME THEORETICAL AND EMPIRICAL RESULTS. FEB 70
WACHTER, MICHAEL L.
HARVARD UNIV., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 252P.; PH.D. DISSERTATION, HARVARD UNIVERSITY
BUSINESS CYCLES, ECONOMIC RESEARCH, LABOR MARKET, MODELS, WAGES, RELATIVE WAGE MODELS
THIS REPORT IS CONCERNED WITH CYCLICAL VARIATION IN THE RELATIVE WAGES OF INDUSTRIES. THE DETERMINATION OF RELATIVE WAGES IS INVESTIGATED IN THREE DIFFERENT CONTEXTS. THE FIRST AREA DEALS WITH A BROAD OVERVIEW OF THE RELATIVE WAGE MODEL WHERE THE BASIC ELEMENTS ARE INTRODUCED. SECOND, A MORE COMPLETE RELATIVE WAGE MODEL IS DEVELOPED IN THE CONTEXT OF THE ESTIMATION OF RELATIVE WAGE EQUATIONS FOR EACH OF THE TWO-DIGIT INDUSTRIES. FINALLY, THE RELATIVE WAGE MODEL IS TESTED IN A DISAGGREGATED, LOCAL LABOR MARKET FRAMEWORK. THE DATA FOR THIS STUDY ARE UNPUBLISHED WAGE SURVEYS OF FIRMS IN THE BOSTON AREA DURING THE PERIOD 1958 THROUGH 1969. (NTIS)
ERIC: ED081932 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-195 377, HC $3.00, MF $1.45)

4090 RELEASING THE POTENTIAL OF THE OLDER VOLUNTEER. 76
SEGUIN, MARY M., ED.;OBRIEN, BEATRICE, ED.
UNIVERSITY OF SOUTHERN CALIFORNIA, LOS ANGELES. ETHEL PERCY ANDRUS GERONTOLOGY CENTER. AMERICAN ASSOCIATION OF RETIRED PERSONS, WASHINGTON, D.C.; ANDRUS MEMORIAL FOUNDATION, LOS ANGELES, CALIF.; NATIONAL RETIRED TEACHERS ASSOCIATION, WASHINGTON, D.C.
NOTES: 97P.
GERONTOLOGY, HUMAN DEVELOPMENT, HUMAN SERVICES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OLDER ADULTS, PARTICIPANT CHARACTERISTICS, PARTICIPANT INVOLVEMENT, PARTICIPANT SATISFACTION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, RETIREMENT, SENIOR CITIZENS, VOLUNTEERS, ANDRUS GERONTOLOGY CENTER (CALIFORNIA)
AIMED AT RETIRED PERSONS, EMPLOYERS AND POTENTIAL EMPLOYERS OF SENIOR VOLUNTEERS, AND STUDENTS OF GERONTOLOGY, THE BOOK EXAMINES THE OLDER VOLUNTEER PROJECT OF THE ETHEL PERCY ANDRUS GERONTOLOGY CENTER, UNIVERSITY OF SOUTHERN CALIFORNIA, 1973-75. THE 40 ANDRUS VOLUNTEERS WERE BETWEEN 49 AND 78 YEARS OLD, GENERALLY HIGHLY EDUCATED, WITH 66% HAVING HELD PROFESSIONAL JOBS. THE PROJECT DEMONSTRATED HOW RETIRED ADULTS CAN ENTER AN ORGANIZATION THAT EMPLOYS MOSTLY PAID, NON-RETIRED PERSONNEL, GENERATE WORK, AND GAIN ACCEPTANCE IN THAT WORK SETTING. OFFERING HISTORICAL FLASHBACKS, AND DISCUSSING PRINCIPLES, PROCEDURES, AND PARTICIPANT REACTIONS, CHAPTERS INCLUDE (1) HERE WE ARE NOW, DESCRIBING THE PROJECTS PROGRESS, WITH VOLUNTEER COMMENTS; (2) THE WORKER/VOLUNTEER, GIVING A PROFILE; (3) THE SETTING, DISCUSSING THE VOLUNTEERS ADJUSTMENT TO THE CENTER AND THE CENTERS ADJUSTMENT TO THEM, WITH VOLUNTEER COMMENTS; (4) THE WORK (TASKS), TRACING TASK DEVELOPMENT, WITH VOLUNTEER COMMENTS; (5) NEW ROLES FOR SENIOR VOLUNTEERS IN ORGANIZATIONS, PRESENTING AN ADAPTABLE MODEL FOR OLDER VOLUNTEER PROGRAM ORGANIZATION; AND (6) UTILIZATION OF OLDER VOLUNTEERS IN ORGANIZATIONS ISSUES AND POTENTIALS, REVIEWING KEY ISSUES. APPENDED MATERIAL INCLUDES 12 TABLES AND 7 FIGURES PRESENTING DATA ON VOLUNTEERS AND THE PROJECT; 2 REFERENCE LISTS; AND, A SUBJECT INDEX. (LH)
ERIC: ED123367

4091 THE RELEVANCE OF OCCUPATIONAL INFORMATION TO CAREER-CHOICE THEORY AND DECISION MAKING 69 SEP
BAILEY, JOHN A.
J EMPLOYMENT COUNSELING;6;3;134-141
BEHAVIOR THEORIES, CAREER CHOICE, CAREER PLANNING, COUNSELING EFFECTIVENESS, DECISION MAKING, GAME THEORY, INFORMATION THEORY, OCCUPATIONAL INFORMATION, VOCATIONAL DEVELOPMENT
NECA LUNCHEON SPEECH PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, LAS VEGAS, NEVADA, MARCH 30, 1969.
ERIC: EJ009707

4092 THE RELEVANCY OF BASIC EDUCATION IN MANPOWER TRAINING PROGRAMS APR 73
SCHIAVONE, JAMES
CONTINUING EDUCATION;6;2;7-9,64
ADULT BASIC EDUCATION, CURRICULUM DEVELOPMENT, JOB SKILLS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROGRAM DESIGN, VOCATIONAL EDUCATION
A VOCATIONALLY-RELATED ADULT BASIC EDUCATION CURRICULUM WOULD INCLUDE DIAGNOSTIC TESTING, IDENTIFYING ACADEMIC SKILLS, GROUP PLANNING, AVAILABILITY OF INSTRUCTIONAL MATERIALS, PARALLEL TEACHING OF OFFICE PROCEDURES, AND TEAM TEACHING. (CS)
ERIC: EJ075462

4093 RELIGION AND OCCUPATIONAL BEHAVIOR: AN ANNOTATED BIBLIOGRAPHY. 66
JOHNSON, BENTON:AND OTHERS
OREGON UNIV., EUGENE. CENTER FOR RESEARCH IN OCCUPATIONAL PLANNING.
NOTES: 26P.
ANNOTATED BIBLIOGRAPHIES, BEHAVIOR PATTERNS, ETHNIC GROUPS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RELIGIOUS CULTURAL GROUPS, RELIGIOUS DIFFERENCES, RELIGIOUS FACTORS, SOCIAL INFLUENCES
THIS BIBLIOGRAPHY PRESENTS 56 WORKS OF CURRENT LITERATURE IN THE AREA OF RELIGION AND OCCUPATIONAL BEHAVIOR. IN GENERAL, THE ITEMS INCLUDED HAVE A PUBLICATION DATE OF 1951 OR LATER. OLDER WORKS HAVE BEEN INCLUDED ONLY IF THEIR INFLUENCE ON THE FIELD REMAINS GREAT. THEORETICAL AND SPECULATIVE WORKS HAVE BEEN INCORPORATED ONLY IF THEY APPEAR TO HAVE AFFECTED THE KINDS OF QUESTIONS RESEARCHERS HAVE ASKED OR THE INTERPRETATIONS THEY HAVE OFFERED. MOST RESEARCH CONDUCTED OUTSIDE THE UNITED STATES HAS BEEN EXCLUDED. IN ORDER TO ACHIEVE A DEGREE OF UNIFORMITY, THE HYPOTHESES, RESEARCH PROCEDURES, AND FINDINGS OF THE EMPIRICAL RESEARCH ARTICLES HAVE BEEN ANNOTATED ACCORDING TO A STANDARD FORMAT. (CH)
ERIC: ED025591

4094 RELOCATING MEXICAN AMERICANS WHO HAVE BEEN RETRAINED. 28 AUG 69
RUESINK, DAVID C.:AND OTHERS
TEXAS A AND M UNIV., COLLEGE STATION. TEXAS AGRICULTURAL EXPERIMENT STATION.
NOTES: 14P.: PAPER PRESENTED AT RURAL SOCIOLOGICAL SOCIETY MEETING (SAN FRANCISCO, CALIFORNIA, AUGUST 28-31, 1969)
ADJUSTMENT PROBLEMS, LABOR PROBLEMS, LABOR TURNOVER, METROPOLITAN AREAS, MEXICAN AMERICANS, OCCUPATIONAL MOBILITY, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, RELOCATION, RURAL AREAS, SOCIAL FACTORS, SOCIOECONOMIC INFLUENCES, VOCATIONAL RETRAINING
A PROJECT INVOLVING THE COOPERATIVE EFFORT OF THE LING-TEMCO-VOUGHT CORPORATION AND GOVERNMENTAL AGENCIES RELOCATED 684 SOUTH TEXANS TO METROPOLITAN AREAS FOR WORK AS AIRCRAFT ASSEMBLERS AFTER A FOUR-WEEK TRAINING PROGRAM IN THE LOWER RIO GRANDE VALLEY. ABOUT 90% OF THESE RELOCATEES WERE MEXICAN AMERICANS. SIXTEEN MONTHS AFTER THE FIRST FAMILIES WERE RELOCATED AND FOUR MONTHS AFTER THE LAST FAMILIES WERE RELOCATED THERE WERE 75.5% OF THE TRAINEES STILL ON THE JOB. THE PURPOSE OF THIS PROJECT WAS TO STUDY THE ADJUSTMENT WHICH TAKES PLACE AS A RESULT OF RETRAINING AND RELOCATION, AND TO DETERMINE WHAT SOCIOLOGICAL FACTORS REPRESENTED THE BEST PREDICTORS FOR SUCCESS IN THE PROGRAM INCLUDING RETENTION AFTER RETRAINING. EDUCATION LEVEL AND PREVIOUS OCCUPATION PROVED TO BE THE BEST PREDICTORS OF SUCCESS IN THE PROGRAM. THE MAJOR CONCLUSION DRAWN FROM THE STUDY WAS THAT SELECTED EXTERNAL FACTORS ARE USABLE AS PREDICTORS OF ABILITY TO RETRAIN AND RELOCATE, BUT CONCLUSIONS BASED ON A PRIORI CONDITIONS ARE AT BEST TENTATIVE. (JK)
ERIC: ED032157

4095 RELOCATION OF FARM WORKERS FROM MISSISSIPPI TO IOWA. 2 MAY 69
JAKUBAUSKAS, EDWARD B.:PALOMBA, NEIL A.
NOTES: 29P.PAPER PREPARED FOR MEETING OF INDUSTRIAL RELATIONS RESEARCH ASSOCIATION (DES MOINES, IOWA, MAY 2, 1969).
MOBILITY, RELOCATION, FARMERS, UNDEREMPLOYED, NEGROES, LOW INCOME, JOB PLACEMENT, JOB DEVELOPMENT, TABLES (DATA), RECRUITMENT, IOWA, MISSISSIPPI
THE THREE IMPORTANT REQUIREMENTS NECESSARY FOR A SUCCESSFUL LABOR MOBILITY PROJECT ARE A PERSISTENT SHORTAGE OF LOCAL LABOR WHICH COULD NOT BE MET BY THE LOCAL LABOR SUPPLY, RECOGNITION OF A SHORTAGE AND ABSENCE OF STRONG RACIAL FEELINGS, AND STRONG SUPPORT FOR THE PROJECT BY LOCAL RELIGIOUS LEADERS. BECAUSE THE CONDITIONS EXISTED IN IOWA, UNDEREMPLOYED SOUTHERN NEGRO FARM WORKERS WERE RELOCATED AND SENT TO FARMS IN IOWA. SYSTEMATIC TRAINING REDEVELOPMENT INC. OPERATED RECRUITMENT AND INTAKE FOR APPLICANTS, AND THE IOWA STATE MANPOWER DEVELOPMENT COUNCIL HANDLED JOB DEVELOPMENT AND PLACEMENT. A TOTAL OF 15 MISSISSIPPI FARM FAMILIES WERE BROUGHT TO IOWA TO INTERVIEW FOR FARM JOBS. NINE FAMILIES ACCEPTED JOBS AND 6 REFUSED JOB OFFERS. OF THE 9 FAMILIES WHO MOVED TO IOWA, 5 STAYED AND THEIR AVERAGE ANNUAL INCOME ROSE FROM $2,296 TO $5,454. AT THIS RATE, FINANCIAL COSTS OF THE PROJECT WOULD BE REPAID IN 7 YEARS TO THE GOVERNMENT. (BC)
AIM/ARM: VT010191

4096 THE RELOCATION OF THE HARD CORE UNEMPLOYED. FEB 68
NICHOLS, JACK L.:ABRAMS, HARVEY A.
MINNEAPOLIS REHABILITATION CENTER, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.: UNITED FUND OF MINNEAPOLIS, MINN.
NOTES: 72P.
REHABILITATION, RELOCATION, RURAL POPULATION, UNEMPLOYED, MINNEAPOLIS ST. PAUL
THE PURPOSE OF THE MINNEAPOLIS REHABILITATION CENTER PROJECT (JULY 1966 TO JUNE 1967) WAS TO PREPARE A SAMPLE OF 80 UNEMPLOYED RESIDENTS OF SMALL COMMUNITIES IN NORTHERN MINNESOTA TO LIVE AND WORK IN THE METROPOLITAN MINNEAPOLIS-ST. PAUL AREA. HEADS OF HOUSEHOLDS WERE PROVIDED INTENSIVE, COMPREHENSIVE EVALUATION AND TREATMENT SERVICES TO DEAL WITH THEIR SOCIAL, VOCATIONAL, AND PSYCHOLOGICAL PROBLEMS. IN ADDITION, THEY WERE PROVIDED SERVICES TO FACILITATE THEIR INTEGRATION INTO THE NEW COMMUNITY TOURS OF URBAN INDUSTRIES, HELP IN APPROACHES TO FINDING WORK IN A LARGE CITY, HELP IN FINDING HOUSING, ETC. AT THE CONCLUSION OF THE SERVICES, THEY WERE ASSISTED TO SECURE SUITABLE EMPLOYMENT. AFTER DEMONSTRATING JOB STABILITY, CLIENTS WERE PROVIDED FINANCIAL ASSISTANCE TO MOVE THEIR FAMILIES TO THE URBAN AREA. OF THE 80 CLIENTS, 46 RELOCATED AND, 2 MONTHS AFTER RELOCATING, ONLY ONE HAD RETURNED TO THE SUPPLY AREA COMMUNITY. IT WAS CONCLUDED THAT RELOCATION CAN BE A VIABLE TOOL WITH POPULATIONS OF THE KIND STUDIED, PROVIDED FINANCIAL ASSISTANCE FOR RELOCATION CAN BE COUPLED WITH EXTENSIVE SERVICES THAT

(CONT.)
4096 SIMULTANEOUSLY DEAL WITH THE CHARACTERISTIC COMPLEX OF INTERRELATED LIFE PROBLEMS. (JK)
ERIC: EJ032404

4097 REMOVING THE ARTIFICIAL BOUNDARIES BETWEEN SCHOOL, WORK AND FAMILY 69 W
REIN, MARTIN
NEW GENERATION:51:1:10-16
COLLEGE STUDENTS, COMPENSATORY EDUCATION, CONTINUATION EDUCATION, EDUCATIONAL EXPERIENCE, HIGH SCHOOL STUDENTS, JUNIOR COLLEGES, MOBILITY, RETRAINING, WORK EXPERIENCE, YOUTH EMPLOYMENT
ERIC: EJ009907

4098 REPLACING JOBS WITH TASK CLUSTERS AS THE WORK UNIT FOR TEST VALIDATION. FINAL REPORT. SEP 75
BAXTER, BRENT
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PITTSBURGH, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 159P.
APTITUDE TESTS, CLUSTER ANALYSIS, CULTURAL DIFFERENCES, ETHNIC GROUPS, INTELLIGENCE TESTS, JOB ANALYSIS, PERFORMANCE CRITERIA, PERSONNEL SELECTION, PREDICTIVE ABILITY (TESTING), RACIAL DIFFERENCES, SEX DIFFERENCES, STATISTICAL ANALYSIS, TASK ANALYSIS, TEST VALIDITY, BASIC OCCUPATIONAL LITERACY TEST
AS AN ALTERNATIVE TO THE JOB AS THE UNIT OF TEST VALIDATION, THE PROJECT DEVELOPED A SYSTEM OF TASKS TO DESCRIBE WORK PERFORMED IN CLERICAL, ADMINISTRATIVE, AND TECHNICAL POSITIONS. MEASURES OF PERFORMANCE IN 13 OF THESE TASK CLUSTERS WERE USED AS CRITERIA TO EVALUATE THE VALIDITY OF THE UNITED STATES EMPLOYMENT SERVICE (U.S.E.S.) BASIC OCCUPATIONAL LITERACY TEST (BOLT). DETAILED ANALYSIS OF SUMMARY STATISTICS AND SCATTERPLOTS REVEALED A HIGH DEGREE OF VALIDITY AND FAIRNESS ACROSS SEXES, WHITES, BLACKS, AMERICAN INDIANS, AND SPANISH HERITAGE PERSONS. (AUTHOR/BJG)
ERIC: ED118592 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-247-558, $6.75)

4099 REPORT AND EVALUATION OF A TRAINING PROGRAM FOR CORRECTIONAL OFFICER TRAINEES. 73
YARBROUGH, ROY D.;BLOSTEIN, STANLEY H.
KENTUCKY RESEARCH FOUNDATION, LEXINGTON.; KENTUCKY UNIV., LEXINGTON. COLL. OF SOCIAL PROFESSIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. PUBLIC SERVICE CAREERS PROGRAM.
NOTES: 27P.; APPENDIX D, REFERENCES, NOT INCLUDED
CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, DISADVANTAGED YOUTH, EDUCATIONAL PROGRAMS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PUBLIC SERVICE OCCUPATIONS, TRAINEES, TRAINING, TRAINING TECHNIQUES, WORKSHOPS, CORRECTIONAL OFFICERS
THE STUDENTS TAKING PART IN THE TRAINING WORKSHOP (ARRANGED BY THE KENTUCKY PUBLIC SERVICE CAREERS PROGRAM AND THE KENTUCKY DEPARTMENT OF CORRECTIONS) CAME FROM A VARIETY OF BACKGROUNDS AND WERE ALL EDUCATIONALLY AND SOCIALLY DISADVANTAGED, BUT WERE INTELLIGENT AND RATED HIGH IN SELF-KNOWLEDGE, SOCIAL AWARENESS AND KNOWLEDGE OF HUMAN BEHAVIOR. DISCUSSION CENTERED AROUND THE ROLE AND FUNCTIONS OF THE CORRECTIONAL OFFICER, THE HISTORY AND DEVELOPMENT OF THE CRIMINAL JUSTICE SYSTEM, UNDERSTANDING HUMAN BEHAVIOR, AND RACISM. TEACHING METHODS WERE DIRECTED TOWARD EXPERIENTIAL LEARNING AND DEALING WITH PROBLEM SITUATIONS. THE WORKSHOP ORGANIZERS WERE IMPRESSED BY THE READINESS OF THE PARTICIPANTS TO BECOME INVOLVED IN GROUP DISCUSSIONS AND TO READ AND THINK CRITICALLY ABOUT THE MATERIALS PROVIDED, IN CONTRADICTION TO THE ASSUMPTIONS COMMONLY HELD ABOUT EDUCATIONALLY DISADVANTAGED INDIVIDUALS. CONCLUSIONS, ASSUMPTIONS AND RECOMMENDATIONS ARE MADE ON THE BASIS OF THE EXPERIENCES GAINED BY THE ORGANIZERS AND PARTICIPANTS IN THE WORKSHOP. APPENDIXES INCLUDE THE PROPOSAL, COURSE OUTLINE, BUDGET ESTIMATE, USE OF RESOURCE PEOPLE, BOOKLIST, AND WORKSHOP PROGRAM. (SA)
ERIC: ED087878

4100 REPORT FROM THE STUDY GROUP ON VOCATIONAL REHABILITATION OF THE DISABLED DISADVANTAGED IN A RURAL SETTING (EIGHTH INSTITUTE ON REHABILITATION SERVICES, ST. LOUIS, MISSOURI, MAY 17-20, 1970). 20 MAY 70
HUTCHINSON, JOHN C., ED.
REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 86P.
ADULT VOCATIONAL EDUCATION, EDUCATIONALLY DISADVANTAGED, FAMILY INVOLVEMENT, HANDICAPPED, HEALTH, JOB PLACEMENT, MOTIVATION, RURAL AREAS, RURAL URBAN DIFFERENCES, SERVICES, SOCIOECONOMIC INFLUENCES, TABLES (DATA), VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
THE NARRATIVE PORTION OF CHAPTER I IDENTIFIES THE STUDY POPULATION AS THOSE DISABLED DISADVANTAGED WHO RESIDE IN AREAS WHERE THERE ARE LIMITATIONS AND A LACK OF ACCESSIBILITY TO BOTH MEDICAL AND VOCATIONAL DIAGNOSTIC AND TREATMENT FACILITIES, VOCATIONAL TRAINING OR SCHOOL FACILITIES, PUBLIC AND PRIVATE SOCIAL SERVICE AGENCIES AND PERSONNEL, AND EMPLOYMENT OPPORTUNITIES. DISABILITY IS DEFINED AS A PHYSICAL OR MENTAL CONDITION WHICH MATERIALLY LIMITS, CONTRIBUTES TO LIMITING OR, IF NOT CORRECTED, WILL PROBABLY RESULT IN LIMITING AN INDIVIDUALS ACTIVITIES OR FUNCTIONING. AS DISCUSSED IN CHAPTER II, SOME OF THE MAJOR PROBLEMS RELEVANT TO PROVIDING REHABILITATION SERVICES TO THE RURAL DISABLED DISADVANTAGED ARE ADMINISTRATIVE CONCERNS SUCH AS LIMITATIONS IN STAFF, MONIES, AND MEDICAL RESOURCES; AGENCY SHORTAGES; LACK OF REMEDIAL SERVICES; PAUCITY OF ON-THE-JOB TRAINING OPPORTUNITIES; TRANSPORTATION AND HOUSING LIMITATIONS;

(CONT.)
4100 LACK OF EDUCATIONAL AND EMPLOYMENT OPPORTUNITIES: AND CLIENT AND COUNSELOR ATTITUDINAL BARRIERS. CHAPTER III DISCUSSES TECHNIQUES IN THE DELIVERY OF SERVICES TO THE RURAL DISABLED: ONE SUCH TECHNIQUE IS UTILIZATION OF EXISTING AGENTS AND AGENCIES WITHIN THE RURAL SETTING STATE AGRICULTURAL EXTENSION SERVICES, STATE EMPLOYMENT AGENCIES, COMMUNITY ACTION PROGRAMS, VETERANS ADMINISTRATION, AND PUBLIC HEALTH DEPARTMENTS. AMONG THE SELECTED PROJECTS AND PROGRAMS DISCUSSED ARE THOSE ATTEMPTING TO OVERCOME SUCH BARRIERS AS TRANSPORTATION DIFFICULTIES, LACK OF FACILITIES AND PROFESSIONAL PERSONNEL, AND ISOLATION. REFERENCES, SELECTED READINGS, AND AN ANNOTATED BIBLIOGRAPHY ARE APPENDED. (JB)
ERIC: ED053947

4101 REPORT OF A CONSULTATION ON THE EMPLOYMENT OF WOMEN WITH FAMILY RESPONSIBILITIES (FEBRUARY 17, 1965). 65
CANADIAN DEPT. OF LABOUR, OTTAWA (ONTARIO). WOMENS BUREAU.
NOTES: 49P.
CHILD CARE, DAY CARE SERVICES, EMPLOYMENT STATISTICS, LABOR FORCE, LABOR LEGISLATION, LEAVE OF ABSENCE, MOTHERS, PART TIME JOBS, PUBLIC POLICY, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES, WORKING WOMEN, CANADA
FIFTY-FOUR PARTICIPANTS MET TO CONSIDER COUNSELING AND TRAINING FOR WOMEN WHO WERE ENTERING OR RE-ENTERING THE LABOR FORCE AFTER VARYING PERIODS OF TIME DEVOTED TO THEIR FAMILIES, AND THE NEED FOR DAY CARE SERVICES AND FACILITIES FOR CHILDREN OF WORKING MOTHERS, PROVISION FOR MATERNITY LEAVE, AND PART-TIME WORK. PRESENTATIONS WERE (1) WOMEN IN THE LABOUR FORCE--COMMENTS ON DEVELOPMENTS, BY H. TRAINER, (2) COUNSELING AND TRAINING FOR WOMEN ENTERING OR RE-ENTERING THE LABOUR FORCE, BY E. MCLELLAN, (3) DAY CARE FACILITIES AND SERVICES FOR CHILDREN OF EMPLOYED MOTHERS, BY F. MANSON, (4) THE DEVELOPMENT OF MATERNITY LEAVE IN THE CIVIL SERVICE OF CANADA, BY D. CALDWELL, (5) LABOUR LEGISLATION AND PART-TIME WORKERS, BY E. WOOLNER, AND A PANEL DISCUSSION ON PART-TIME WORK. IT WAS CONCLUDED THAT THERE IS A NEED FOR FURTHER STUDY OF THE CULTURALLY DISADVANTAGED, ATTITUDES TOWARD WORKING WOMEN, THE EFFECT OF MATERNAL EMPLOYMENT ON CHILDREN, THE OCCUPATIONAL OUTLOOK FOR WOMEN, AND THE EFFECT OF PART TIME WORK ON PRODUCTIVITY. SOCIAL POLICIES WERE RECOMMENDED TO IMPROVE SERVICES AND FACILITIES IN VOCATIONAL GUIDANCE AND COUNSELING, STRENGTHEN EXISTING DAY CARE SERVICES AND ESTABLISH ADDITIONAL CENTERS, AND PROVIDE MATERNITY LEAVES. PRECIS, COMMENTS, QUESTIONS, AND DISCUSSIONS OF EACH PRESENTATION ARE INCLUDED. (FP)
ERIC: ED023811

4102 THE REPORT OF A NEW JERSEY EXPERIMENT GUARANTEED INCOME DOES IT WORK JUL 75
BERGER, PEGGY J.
JOURNAL OF HOME ECONOMICS:67:4:18-22
WELFARE RECIPIENTS, LABOR SUPPLY, MOTIVATION, GUARANTEED INCOME, UNEMPLOYMENT, WELFARE PROBLEMS, UNEMPLOYED, UNDEREMPLOYED, EXPERIMENTAL PROGRAMS, COMPARATIVE ANALYSIS, GRADUATED WORK INCENTIVE PROGRAM
THE ARTICLE OFFERS A BRIEF HISTORY OF PAST INCOME-MAINTENANCE PROGRAMS SUMMARIZES A UNIQUE INCOME-MAINTENANCE EXPERIMENT, DESCRIBES PRESENT WELFARE PROGRAMS, AND LISTS THE UNANSWERED QUESTIONS IN WELFARE REFORM. (INCOME MAINTENANCE FOR INTACT FAMILIES AT LEVELS EMPLOYED IN THE STUDY WOULD NOT HAVE LARGE EFFECTS ON LABOR SUPPLY, CONCLUDED RESEARCHERS.) (AUTHOR/AJ)
ERIC: EJ122123

4103 REPORT OF CONFERENCE OF NEW MANPOWER RESEARCHERS (SEPTEMBER 26-27, 1968). NOV 68
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 57P.
CONFERENCE REPORTS, DOCTORAL THESES, GRANTS, RESEARCHERS, RESEARCH PROJECTS, MANPOWER RESEARCH
THE SECOND ANNUAL CONFERENCE OF NEW MANPOWER RESEARCHERS WAS HELD TO (1) PROVIDE AN OPPORTUNITY FOR NEW RESEARCHERS TO MEET AND ESTABLISH CONTACT WITH OTHER PROFESSIONALS IN THE FIELD AND TO EXCHANGE IDEAS AND INFORMATION, (2) AID NEW RESEARCHERS BY ALLOWING THEM TO PRESENT THEIR WORK TO THEIR PEERS AND SENIOR MANPOWER PEOPLE, AND (3) PERMIT THE GOVERNMENTAL MANPOWER PEOPLE TO ASSESS THE CAPABILITIES OF THE NEW RESEARCHERS AND TO LEARN THE RESULTS OF THEIR WORK. THIRTY-NINE PERSONS WHO RECEIVED DOCTORAL DISSERTATION GRANTS FROM THE MANPOWER ADMINISTRATION WERE INVITED TO ATTEND. DURING THE FOUR SESSIONS, THE RESEARCHERS WERE ASKED TO PRESENT A SHORT SPEECH ON THE WORK THEY WERE DOING. THE TOPICS WERE (1) EVALUATING MANPOWER PROGRAMS, (2) SCIENTIFIC AND ENGINEERING MANPOWER, (3) MIGRATION, (4) POVERTY AND EMPLOYMENT, (5) LABOR AND MARKET ANALYSIS, AND (6) INTERNATIONAL STUDIES. A LIST OF THE CONFERENCE PARTICIPANTS AND A SUMMARY OF EACH OF THEIR PRESENTATIONS ARE INCLUDED IN THE REPORT. (BC)
ERIC: ED053253 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-187701, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

4104 REPORT OF EDUCATIONAL TESTING SERVICE, PRINCETON UNIVERSITY, ON EDUCATIONAL ASSISTANCE PROGRAMS FOR VETERANS. A COMPARATIVE STUDY OF THREE GI BILLS. 19 SEP 73
VETERANS ADMINISTRATION, WASHINGTON, D.C. CONGRESS OF THE U.S., WASHINGTON, D.C. HOUSE COMMITTEE ON VETERANS AFFAIRS.
NOTES: 469P.
ADULT EDUCATION PROGRAMS, COMPARATIVE ANALYSIS, EDUCATIONAL NEEDS, EDUCATIONAL PROGRAMS, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL SERVICES, INDIVIDUAL CHARACTERISTICS, PARTICIPANT INVOLVEMENT, PARTICIPANT SATISFACTION, PROGRAM

(CONT.)

4104 ADMINISTRATION, PROGRAM ATTITUDES, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, TUITION GRANTS, VETERANS, VETERANS EDUCATION, GI BILL

THE PURPOSE OF THE STUDY WAS TO COMPARE THE OPERATION OF THE POST-KOREAN CONFLICT PROGRAM OF EDUCATIONAL ASSISTANCE CURRENTLY BEING CARRIED OUT BY THE VETERANS ADMINISTRATION WITH SIMILAR PROGRAMS AND EDUCATIONAL ASSISTANCE THAT THE VETERANS ADMINISTRATION MADE AVAILABLE TO VETERANS OF WORLD WAR II AND THE KOREAN CONFLICT. THE HIGHLIGHTS OF THE STUDYS FINDINGS DEAL WITH (1) THE SCOPE AND QUALITY OF THE EDUCATIONAL AND TRAINING PROGRAMS; (2) THE DEGREE OF VETERANS PARTICIPATION IN THE PROGRAMS; (3) THE ADEQUACY OF THE PROGRAM BENEFITS TO VETERANS, EDUCATIONAL AND TRAINING INSTITUTIONS, WORK FORCE, AND AMERICAN SOCIETY; (4) THE AVAILABLE INFORMATION AND OUTREACH EFFORTS TO MEET THE VARIOUS EDUCATIONAL AND TRAINING NEEDS OF ELIGIBLE VETERANS (5) THE NATURE AND DEGREE OF ABUSE IN THE PROGRAMS AND THE EFFECTIVENESS OF THE SAFEGUARDS ESTABLISHED; AND (6) THE EXECUTION AND ADMINISTRATION OF THE EDUCATIONAL AND TRAINING PROGRAMS. WITHIN THIS SCOPE, SOME OF THE TOPICS TREATED INCLUDE AN OVERVIEW OF THE THREE GI BILLS, COMPARABILITY AND ADEQUACY OF BENEFIT LEVELS, CHANGING CHARACTERISTICS OF VETERANS, DISADVANTAGED AND BLACK VETERANS, PUBLIC ATTITUDES, PARTICIPATION RATES, NONDEGREE EDUCATIONAL PROGRAMS, INFORMING AND COUNSELING THE VETERAN, AND ADMINISTRATION OF BENEFITS. A 41-PAGE BIBLIOGRAPHY, COMPARABILITY TABLES, AND A CALIFORNIA STUDY ARE APPENDED. (AUTHOR/MW)

ERIC: ED102398

4105 REPORT OF NEW MANPOWER RESEARCHERS CONFERENCE (SEPTEMBER 18-19, 1969). OCT 69

NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

NOTES: 54P.

CONFERENCE REPORTS, DOCTORAL THESES, FEDERAL PROGRAMS, GRADUATE STUDENTS, INCENTIVE GRANTS, LABOR ECONOMICS, RESEARCH, RESEARCH PROJECTS

EACH YEAR, RECIPIENTS OF THE MANPOWER ADMINISTRATION DOCTORAL DISSERTATION GRANTS FOR MANPOWER RESEARCHERS DISCUSS THEIR RESEARCH FINDINGS AT A CONFERENCE IN WASHINGTON, D.C. IN ADDITION TO SERVING AS FORUMS FOR THE INTERCHANGE OF IDEAS, THESE CONFERENCES ALSO PROVIDE AN OPPORTUNITY FOR PARTICIPANTS TO MEET THEIR PEERS AND EXPERIENCED MANPOWER SPECIALISTS. THE CONFERENCES ALSO GIVE GOVERNMENT MANPOWER PEOPLE A CHANCE TO ASSESS FIRST-HAND THE CAPABILITIES OF THE NEW RESEARCHERS. THE 1969 CONFERENCE WAS DIVIDED INTO SIX WORKING SESSIONS (1) PROFESSIONAL AND TECHNICAL MANPOWER, (2) MOBILITY AND MIGRATION, (3) URBAN LABOR MARKET PROBLEMS, (4) WORK INCENTIVES, MOTIVATION, AND JOB SATISFACTION, (5) THEORETICAL LABOR MARKET ANALYSIS, AND (6) PUBLIC AND PRIVATE EFFORTS TO ALLEVIATE MANPOWER PROBLEMS. THE CONFERENCE PROGRAM, INCLUDING 15-MINUTE PRESENTATIONS BY THE 36 ATTENDING GRANT RECIPIENTS, IS CONTAINED IN THE APPENDIX TO THE REPORT. (BH)

ERIC: ED042336

4106 REPORT OF NEW MANPOWER RESEARCHERS CONFERENCE. SEPTEMBER 22-23, 1971. OCT 71

TAGGART, ROBERT

NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 38P.

ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, HEALTH PERSONNEL, INDUSTRY, MANPOWER UTILIZATION, MIGRATION PATTERNS, MOTIVATION, RACIAL DISCRIMINATION, SEX DISCRIMINATION, WAGES, MANPOWER PROGRAMS, MANPOWER RESEARCH

THIS REPORT CONTAINS ABSTRACTS AND DISCUSSIONS OF PAPERS AND SPEECHES DELIVERED AT THE 1971 NEW MANPOWER RESEARCHERS CONFERENCE. THESE INCLUDE SPEECHES BY CHARLES SCHULTZE ON INCENTIVES IN THE PUBLIC SECTOR, ONE BY CONGRESSMAN WILLIAM STEIGER ON MANPOWER REFORM, AND ONE BY MAURICE MANN ON GOVERNMENT ECONOMIC CONTROLS. THE ABSTRACTED TOPICS INCLUDE GHETTO ECONOMICS, URBAN MANPOWER PROGRAMS, THE MEASUREMENT OF DISCRIMINATION, HEALTH TECHNICIANS, RELATIVE WAGE DETERMINATION AMONG INDUSTRIES, AND INTRAMETROPOLITAN MIGRATION. (NTIS)

ERIC: ED081910 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-205 264 MF $1.45, HC PRICE NOT QUOTED)

4107 REPORT OF STUDY ON VOCATIONAL PROGRAMS IN SELECTED CALIFORNIA CORRECTIONAL INSTITUTIONS FOR MALE FELONS. 30 JUN 75

BREGMAN, RALPH; AND OTHERS

GRANT NO. 34-32102-C-4-34

NOTES: 399P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF THE ORIGINAL DOCUMENT

CORRECTIONAL REHABILITATION, DATA COLLECTION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, MALES, PRISONERS, PROGRAM PLANNING, PROGRAM PROPOSALS, RESEARCH REVIEWS (PUBLICATIONS), VOCATIONAL EDUCATION, CALIFORNIA

THIS STUDY REPRESENTS THE COMBINED EFFORTS OF THREE SEPARATE INSTITUTIONS (CALIFORNIA DEPARTMENT OF EDUCATION, THE CALIFORNIA DEPARTMENT OF CORRECTIONS, AND THE CALIFORNIA ADVISORY COUNCIL FOR VOCATIONAL EDUCATION AND TECHNICAL TRAINING) TO OBTAIN DATA FOR MORE RESPONSIBLE PROGRAM PLANNING. RESEARCH STRATEGY WAS DEVELOPED TO ELICIT FACILITATING OR INHIBITING FACTORS FROM A VARIETY OF SOURCES LITERATURE ON PRISON WORK OR SKILL TRAINING; PREVIOUS STUDIES OF CALIFORNIAS INSTITUTIONAL VOCATIONAL TRAINING PROGRAMS; AND INMATES, PAROLEES, PAROLE OFFICERS, EMPLOYERS, AND INSTITUTIONAL VOCATIONAL TRAINING PERSONNEL. CHAPTERS 1 THROUGH 4 OF THIS REPORT EACH SET FORTH THE KNOWLEDGE AND EXPERIENCE OF A PARTICULAR REFERENT OR GROUP. TO ILLUSTRATE, THE DOCUMENTATION FOR CHAPTER 3 WAS PREPARED FROM PREVIOUS STUDIES ON, OR RELATED TO,

(CONT.)
4107 CALIFORNIAS INSTITUTIONAL VOCATIONAL PROGRAMS. THEN VIEWS FROM THESE SOURCES ARE SUMMARIZED AND COMMENTED UPON IN CHAPTER 5. CHAPTER 5 THEN PROVIDES THE SUBSTANCE FOR THE LAST CHAPTER, (6) WHICH DESCRIBES A VOCATIONAL EDUCATION MODEL FOR CORRECTIONS AND FIFTEEN SUBPROPOSALS. REFERENCES, ADDITIONAL READING OR RESOURCES, AND THREE APPENDIXES (INMATE SURVEY QUESTIONNAIRES: PAROLEE, EMPLOYER PAROLE OFFICER QUESTIONNAIRE: INVENTORY-PROGRAM PLANNING ACTIVITIES) ARE INCLUDED. (HD)
ERIC: ED130093

4108 REPORT OF THE AUSTRALIAN TRIPARTITE MISSION ON THE TRAINING OF SKILLED WORKERS IN EUROPE: 1968-69. SEP 71
AUSTRALIAN TRIPARTITE MISSION.
NOTES: 3P.
ABSTRACTS, APPRENTICESHIPS, INDUSTRIAL TRAINING, LABOR EDUCATION, LABOR FORCE, LABOR STANDARDS, MANPOWER DEVELOPMENT, MIGRANT WORKERS, ON THE JOB TRAINING, SKILLED WORKERS, TRAINING TECHNIQUES, VOCATIONAL EDUCATION, AUSTRALIA
THIS DOCUMENT IS AN ENGLISH-LANGUAGE ABSTRACT (APPROXIMATELY 1,500 WORDS) OF AN AUSTRALIAN TRIPARTITE MISSION APPOINTED BY THE MINISTER OF STATE FOR LABOR AND NATIONAL SERVICE TO EXAMINE THE METHODS OF TRAINING SKILLED WORKERS IN A NUMBER OF EUROPEAN NATIONS FROM WHICH AUSTRALIA IS OBTAINING MIGRANT LABOR. THE MISSION SUMMARIZED ITS FINDINGS OF HOW THE VARIOUS EUROPEAN NATIONS HANDLED THEIR SKILLED LABOR--SYSTEMS OF TRAINING, TRAINING AUTHORITIES, ROLE OF TRADE UNIONS, SCHOOL STANDARDS, COST, LENGTH, ENTRY STANDARDS, SUPERVISION OF TRAINING, SYLLABUSES AND EXAMINATIONS, ADULT TRAINING, ATTAINMENT OF SKILLED WORKER STATUS, AND THE NEW APPROACHES BEING DEVELOPED IN RESPONSE TO TECHNOLOGICAL CHANGE. THE ESTABLISHMENT OF CRITERIA FOR SELECTION OF MIGRANT TRADESMEN WILL NOT RESULT IN A LARGE FLOW OF SKILLED CRAFTSMEN INTO AUSTRALIA. MANY EUROPEAN COUNTRIES ARE SHORT OF SKILLED LABOR. THERE IS GENERAL AGREEMENT IN EUROPEAN COUNTRIES THAT AN INITIAL PERIOD OF OFF-THE-JOB TRAINING COMBINED WITH A BLOCK-RELEASE SYSTEM FOR LATER YEARS IS THE MOST SUITABLE METHOD FOR TRAINING AND THAT THREE YEARS IS A SATISFACTORY TRAINING PERIOD. (AUTHOR/GDB)
ERIC: ED060283 AVAILABLE IN CEAS ABSTRACT SERIES NO. 1-4 (ED 060 227)

4109 REPORT OF THE COMMITTEE ON ADMINISTRATION OF TRAINING PROGRAMS. MAR 68
COMMITTEE ON ADMINISTRATION OF TRAINING PROGRAMS, WASHINGTON, D.C.
NOTES: 94P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, FINANCIAL SUPPORT, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, POVERTY PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, STATE PROGRAMS, VOCATIONAL REHABILITATION, ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, NYC, SOCIAL SECURITY ACT, VOCATIONAL EDUCATION ACT
THIS REPORT TO THE SECRETARY OF THE DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE IS BASED ON THE RESEARCH FINDINGS OF A PRIVATE RESEARCH CONTRACTOR, GREENLEIGH ASSOCIATES (SEE VT 005 948 AND VT 005 949), SITE VISITS, AND INTERVIEWS WITH PERSONS CONNECTED WITH ABOUT 30 FEDERALLY SUPPORTED JOB TRAINING PROGRAMS. THE 30 PROGRAMS ARE OF TWO TYPES THOSE ESTABLISHED BY STATUTES SUCH AS THE MANPOWER DEVELOPMENT AND TRAINING ACT, THE ECONOMIC OPPORTUNITY ACT, AND THE VOCATIONAL EDUCATION ACTS, AND SPECIAL PROGRAMS ESTABLISHED BY ADMINISTRATIVE ACTION IN ORDER TO SERVE SPECIAL TARGET GROUPS OR TO PROVIDE BETTER DELIVERY SYSTEMS AND IMPROVED COORDINATION. ALTHOUGH SOME DUPLICATION AND INEFFICIENCY WAS FOUND IN THE PROGRAMS COPERATED DURING THE PERIOD OF THIS STUDY (APRIL 1967 TO MARCH 1968), THE COMMITTEE OBSERVED THAT THESE FAILINGS RARELY WERE SEVERE ENOUGH TO VITIATE THE USEFULNESS OF THE PROGRAMS. TWENTY SPECIFIC RECOMMENDATIONS FOR IMPROVING THE ADMINISTRATION OF THE TRAINING PROGRAMS AT THE FEDERAL, STATE, AND LOCAL LEVELS OF GOVERNMENT ARE PRESENTED AND ELUCIDATED. THE RECOMMENDATIONS COVER FACETS OF POLICY, FUNDING, ORGANIZATION, PROCEDURE, AND STAFF TRAINING. ECONOMIC COST-BENEFIT ANALYSES OF THE VARIOUS PROGRAMS WERE NOT CONDUCTED. (ET)
ERIC: ED023359

4110 A REPORT OF THE EDUCATIONAL COMPONENT OF A COUPLED ON-THE-JOB TRAINING PROGRAM. AUG 73
DOWLING, WILLIAM C.
COLUMBUS URBAN LEAGUE, OHIO.: OHIO STATE UNIV., COLUMBUS. CENTER FOR ADULT EDUCATION. OHIO STATE DEPT. OF VOCATIONAL EDUCATION, COLUMBUS.
NOTES: 112P.
ADULT EDUCATION, COMMUNITY COOPERATION, COUNSELING, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, FOLLOWUP STUDIES, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PERSISTENCE, PREVOCATIONAL EDUCATION, PROGRAM CONTENT, PROGRAM EVALUATION, WORK ATTITUDES, OHIO
A MANPOWER PRE-EMPLOYMENT TRAINING PROGRAM WAS LAUNCHED IN OCTOBER 1969, TO PROVIDE EDUCATIONAL OPPORTUNITIES TO TRAINEES, TO DETERMINE THEIR OCCUPATIONAL QUALIFICATIONS, AND TO INVESTIGATE THE RELATIONSHIP BETWEEN THESE QUALIFICATIONS AND SUCCESSFUL COMPLETION OF ON-THE-JOB TRAINING. MORE SPECIFIC OBJECTIVES WERE TO PROVIDE EMPLOYERS WITH CANDIDATES READY FOR TRAINING: EVALUATE TRAINEES READINESS FOR TRAINING: EVALUATE THE EFFECTIVENESS OF LEARNING TECHNIQUES: CONDUCT A FOLLOW-UP STUDY: AND TO DISSEMINATE GATHERED INFORMATION TO OTHER AGENCIES. A TOTAL OF 75 COLUMBUS INNER-CITY RESIDENTS, THE MAJORITY OF WHOM WERE BLACK, PARTICIPATED. THE INSTRUCTIONAL SYSTEM CONSISTED OF COMMUNICATION SKILLS: COMPUTATION SKILLS AND CONSUMER ECONOMICS: SOCIAL SKILLS AND ADJUSTMENTS: AND ORIENTATION TO BUSINESS AND INDUSTRY. THE STUDY OUTLINES EACH OF THE

(CONT.)
4110 COMPONENTS OF THE CURRICULUM STRUCTURE. A SURVEY OF THE CHARACTERISTICS AND ACHIEVEMENT OF THE PARTICIPANTS REVEALED THAT THERE WERE NO SIGNIFICANT DIFFERENCES IN AGE AND EDUCATIONAL BACKGROUND AMONG THOSE WHO COMPLETED THE COURSE; WOMEN WERE MORE LIKELY TO COMPLETE THE ON-THE-JOB TRAINING; EFFECTIVENESS OF THE PROGRAM SEEMED TO BE GREATER FOR PERSONS WITH LESS PREVIOUS WORK EXPERIENCE. THE DEVELOPMENT OF ALTERNATIVE EASY OF PROVIDING THE EDUCATIONAL COMPONENT WAS RECOMMENDED. (PT)
ERIC: ED045378

4111 A REPORT OF THE SATISFACTION OF RECENT VOCATIONAL-TECHNICAL GRADUATES WITH THE ACADEMIC COUNSELING AND REGISTRATION ASSISTANCE RECEIVED. 10 APR 75
HAWAII UNIV., HONOLULU. LEEWARD COMMUNITY COLL.
NOTES: 24P.; LIGHT PRINT AREAS THROUGHOUT DOCUMENT
COMMUNITY COLLEGES, COUNSELING, COUNSELING EFFECTIVENESS, COUNSELOR EVALUATION, EDUCATIONAL COUNSELING, FOLLOWUP STUDIES, GRADUATE SURVEYS, GUIDANCE COUNSELING, JUNIOR COLLEGES, SCHOOL REGISTRATION, STUDENT ATTITUDES, VETERANS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, LEEWARD COMMUNITY COLLEGE
IN FALL 1974, 126 STUDENTS WHO HAD BEEN ENROLLED IN VOCATIONAL-TECHNICAL PROGRAMS AT LEEWARD COMMUNITY COLLEGE DURING THE 1973-74 ACADEMIC YEAR, AND WHO HAD PETITIONED FOR GRADUATION, WERE SENT FOLLOW-UP SURVEYS. THIS REPORT DETAILS THEIR REACTIONS TO ACADEMIC COUNSELING AND REGISTRATION ASSISTANCE. THE 96 RESPONSES REPRESENT A 76 PERCENT RESPONSE RATE. SEVENTY OF THE RESPONDENTS HAD RECEIVED THE ASSOCIATE DEGREE, AND 26 HAD RECEIVED A CERTIFICATE. THE VOCATIONAL AREAS THAT WERE MOST HEAVILY REPRESENTED WERE SECRETARIAL SCIENCE AND ACCOUNTING. ABOUT 20 PERCENT OF THE STUDENTS FELT THAT THEY DID NOT NEED COUNSELING, BUT OVER 40 PERCENT REPORTED THAT THEY COULD HAVE BENEFITED FROM ADDITIONAL COUNSELING. MOST OF THE RESPONDENTS WERE NOT VETERANS, BUT THOSE WHO WERE FELT THAT THE VETERANS COUNSELING PROGRAM WAS EITHER GOOD OR HAD IMPROVED SUBSEQUENT TO THEIR GRADUATION. ABOUT 13 PERCENT OF ALL RESPONDENTS FELT THAT THE QUALITY OF ACADEMIC COUNSELING WAS EXCELLENT, AND 30 PERCENT RATED IT AS GOOD. HOWEVER, ABOUT 10 PERCENT OF THE RESPONDENTS SAID IT WAS POOR. MOST OF THE STUDENTS FELT THAT THE COLLEGE WAS MEETING THEIR REGISTRATION ASSISTANCE NEEDS, BUT MANY NOTED A NEED FOR MORE VOCATIONAL OFFERINGS IN THE EVENING. DATA ARE TABULATED, AND THE SURVEY INSTRUMENT IS APPENDED, ALONG WITH COMMENTS OF THE RESPONDENTS. (NHM)
ERIC: ED119779

4112 REPORT OF THE SECRETARY OF LABOR ON MANPOWER RESEARCH AND TRAINING UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962. 66
WIRTZ, W. WILLARD
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 214P.
ADVISORY COMMITTEES, COMMUNITY INVOLVEMENT, CORRECTIVE INSTITUTIONS, DEMONSTRATION PROGRAMS, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, EXPERIMENTAL PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, JOB APPLICATION, JOB PLACEMENT, MANPOWER DEVELOPMENT, MIGRATION, ON THE JOB TRAINING, PROGRAM EVALUATION, RESEARCH, UNEMPLOYED, VOCATIONAL EDUCATION, WORK ATTITUDES, MDTA PROGRAMS
THE ACCOMPLISHMENTS OF 1965, THE PROBLEMS TO BE SOLVED, AND THE NEW DIRECTIONS THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAMS ARE TAKING TO MEET THE MANPOWER CHALLENGES THAT LIE AHEAD ARE THE SUBSTANCES OF THIS REPORT. CONTENTS INCLUDE (1) PROGRAM DESCRIPTIONS, (2) EXAMPLES AND ACCOMPLISHMENTS OF EXPERIMENTAL AND DEMONSTRATION PROGRAMS, (3) PROGRAM EVALUATION, (4) MANPOWER RESEARCH PROGRAMS, (5) PROGRAM SUPPORT AND COMMUNITY INVOLVEMENT, (6) MANPOWER ADVISORY COMMITTEES, AND (7) NEW RESOURCES AND DIRECTIONS. IN 1965 THE MDTA PROGRAM ENROLLED 186,000 TRAINEES, OF WHOM 110,000 COMPLETED TRAINING. OF THOSE WHO COMPLETED TRAINING, 74 PERCENT WERE EMPLOYED. INSTITUTIONAL TRAINING PROJECTS PROVIDED IN-SCHOOL OCCUPATIONAL INSTRUCTION TO 145,000 PERSONS. TRAINING WAS PROVIDED AT THE JOB SITE FOR 35,000 PERSONS. EXPERIMENTAL AND DEMONSTRATION PROJECTS FOR THE DISADVANTAGED SERVED 40,000 PERSONS. THE PROGRAM HELPED TO MEET LABOR DEMAND FOR 112,000 JOBS IN SERVICE AND SERVICE-RELATED OCCUPATIONS THROUGH JOB DEVELOPMENT PROGRAMS. THE MDTA TRAINING PROGRAMS WILL BE REDIRECTED TO FOCUS ON TWO MAJOR PROBLEMS IN THE ECONOMY--THE EMERGENCE OF SOME SELECTED SKILL SHORTAGES AND THE EXPOSURE OF RESIDUAL BUT LARGE POCKETS OF HARD-CORE UNEMPLOYMENT AMONG FAIRLY WELL DEFINED GROUPS. THE DEVELOPMENT OF A NATIONAL-STATE MANPOWER DEVELOPMENT PLANNING SYSTEM TO RECONCILE STATE OPERATIONS WITH OVERALL NATIONAL MANPOWER NEEDS AND OBJECTIVES TO PROMOTE A RATIONALIZED UTILIZATION OF TRAINING RESOURCES IS IN PROCESS. THIS DOCUMENT IS AVAILABLE AS L1.42--966 FOR $1.25 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C., 20402. (PS)
ERIC: ED019554

4113 REPORT OF THE 1970 FEDERAL SUMMER EMPLOYMENT PROGRAM FOR YOUTH.
VETERANS ADMINISTRATION CENTER, PHILADELPHIA, PA.
NOTES: 42P.
SUMMER PROGRAMS, SEASONAL EMPLOYMENT, FEDERAL PROGRAMS, INSTITUTES (TRAINING PROGRAMS), YOUTH PROGRAMS, RECRUITMENT, STUDENT PLACEMENT, OCCUPATIONAL GUIDANCE
THIS FOURTH ANNUAL REPORT INCLUDES INFORMATION REGARDING RECRUITMENT, PLACEMENT, UTILIZATION, AND TRAINING OF YOUTH IN A SUMMER EMPLOYMENT PROGRAM. THREE INSTRUCTORS WERE HIRED TO TEACH ENGLISH, MATHEMATICS AND TYPING, AND ANOTHER PERSON SERVED AS COORDINATOR-INSTRUCTOR. THE 40 SUMMER AIDES WHO WERE HIRED ESTABLISHED OPEN RELATIONSHIPS WITH THE INSTRUCTORS AND COORDINATORS. THE AIDES WERE STRENGTHENED, THROUGH EDUCATIONAL CLASSES, IN THE AREAS OF OFFICE SKILLS, MATH AND ENGLISH. TOURS OF

(CONT.)
4113 GOVERNMENT INSTALLATIONS WERE CONDUCTED TO SHOW THE AIDES VARIOUS CAREERS AND OCCUPATIONS. PROFILE FORMS, MACHINE SURVEY FORMS, COURSE MATERIALS, AND PICTURES ARE INCLUDED IN THIS DOCUMENT. (BH)
AIM/ARM: VT013502

4114 A REPORT ON AN EMERGING OCCUPATION THE PHYSICIANS ASSISTANT. THE UCLA ALLIED HEALTH PROFFESSIONS PROJECTS. JUL 71
KURITSKY, JOEL;REEDER, GLENN
CALIFORNIA UNIV., LOS ANGELES. DIV. OF VOCATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
NOTES: 31P.
EDUCATIONAL NEEDS, EDUCATIONAL PROGRAMS, HEALTH OCCUPATIONS EDUCATION, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, PARAMEDICAL OCCUPATIONS, PHYSICIANS, PHYSICIANS ASSISTANTS, SUBPROFESSIONALS, TASK PERFORMANCE, UCLA ALLIED HEALTH PROFESSIONS PROJECTS
TO DETERMINE THE VARIETY OF PHYSICIANS ASSISTANT PROGRAMS ALREADY ESTABLISHED AND ASCERTAIN WHAT SPECIFIC TASKS PHYSICIANS ARE WILLING TO DELEGATE TO ASSISTANTS, THE UCLA ALLIED HEALTH PROFESSIONS PROJECT STAFF CORRESPONDED WITH SCHOOLS HAVING PHYSICANSS ASSISTANT PROGRAMS, INTERVIEWED LOCAL PHYSICIANS, AND SURVEYED SELECTED PHYSICIANS REGARDING THEIR VIEWS OF THE FUNCTIONS THAT COULD BE PERFORMED BY A PHYSICIANS ASSISTANT. RESULTS OF THE STUDY PROCEDURES REVEALED THAT (1) THERE IS A NEED FOR STANDARDIZATION OF PHYSICIANS ASSISTANT PROGRAMS; (2) MANY PHYSICIANS ARE AMBIVALENT ABOUT HIRING THE PHYSICIANS ASSISTANT BECAUSE OF LEGAL COMPLICATIONS AND OTHER PROBLEMS; (3) ASSEMBLY BILL 2109, PASSED IN 1970 BY THE CALIFORNIA STATE SENATE, SHOULD MAKE IT EASIER FOR THE PHYSICIANS ASSISTANT TO WORK IN CALIFORNIA; (4) CANDIDATES FOR PHYSICIANS ASSISTANT PROGRAMS WILL, FOR THE MOST PART, BE RECRUITED FROM THE POOL OF FORMER MILITARY CORPSMEN; AND (5) FURTHER RESEARCH IS NEEDED TO DETERMINE THE SPECIFIC TASKS DOCTORS WOULD DELEGATE TO A QUALIFIED ASSISTANT. A COPY OF THE SURVEY QUESTIONNAIRE IS INCLUDED. (SEVERAL PAGES MAY BE LIGHT.) (SB)
ERIC: ED069901 UNIVERSITY OF CALIFORNIA, ALLIED HEALTH PROFESSIONALS PROJECT, 1003 WILSHIRE BLVD., SANTA MONICA, CALIFORNIA 90401

4115 REPORT ON DIFFERENCES IN ETHNIC LEARNING STYLES. 66
SMITH, D.B.
NOTES: 125P.
COMPARATIVE ANALYSIS, COMPOSITION (LITERARY), CULTURAL DIFFERENCES, DISADVANTAGED YOUTH, DISCUSSION (TEACHING TECHNIQUE), ETHNIC GROUPS, FEDERAL PROGRAMS, GROUP BEHAVIOR, INDIVIDUAL CHARACTERISTICS, INTEGRATION EFFECTS, INTERACTION PROCESS ANALYSIS, LEARNING PROCESSES, NEGRO STUDENTS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PUERTO RICANS, TEACHING METHODS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, JOB CORPS
TO TEST THE HYPOTHESIS THAT CULTURALLY-BASED WAYS OF LEARNING AND COMMUNICATING MIGHT HAVE IMPLICATIONS FOR TEACHING, AN ANTHROPOLOGIST AND A BEHAVIORIST CONDUCTED BOTH FORMAL AND INFORMAL OBSERVATIONS AND INTERVIEWS IN FOUR JOB CORPS CENTERS AND TWO VOCATIONAL HIGH SCHOOLS, ONE WITH A STUDENT POPULATION OF 86 PERCENT WHITE AND 14 PERCENT NEGRO, AND THE OTHER ALL NEGRO. THE STUDY POPULATIONS WERE INVESTIGATED IN TERMS OF FORMAL LEARNING, INFORMAL LEARNING, AND TECHNICAL LEARNING TO DETERMINE WHETHER VARIOUS GROUPS OF THE POOR UTILIZE THESE TYPES OF LEARNING DIFFERENTLY AND IN DIFFERENT FORMS AND WHETHER ETHNIC LEARNING STYLE MIGHT BE DEFINED BY THE PATTERN OF UTILIZATION. NO SIGNIFICANT DIFFERENCES IN LEARNING STYLE AMONG THE ETHNIC GROUPS WERE DISCERNIBLE. THE LEARNING OUTCOMES WERE RELATED TO FACTORS SUCH AS TEACHING STYLE AND NOT TO ETHNIC BACKGROUND. HOWEVER, THE PROPORTION OF NEGROES IN A GROUP SEEMED TO INTERVENE IN THE EFFECTIVENESS OF TEACHING. WHEN THE PROPORTION WAS LOW THE INTERACTION RATES WITH OTHER MEMBERS WAS LOW, AND STEREOTYPED BEHAVIORS, RHYTHM, SLOWNESS, DOCILITY, AND HIGHLY SLURRED, DIALECT SPEECH WERE EXHIBITED. WHEN THE PROPORTION WAS HIGH, THE INTERACTION WAS GREATLY INCREASED, AND STEREOTYPED BEHAVIORS WERE REPLACED BY HIGHLY POLITICAL, POWER-CONSCIOUS ONES. THE TEACHER WAS ALSO MADE TO FEEL THE POWER OF THE GROUP. IT WAS RECOMMENDED THAT SPECIAL ATTENTION BE GIVEN IN STAFF TRAINING TO PROBLEMS CREATED BY ETHNIC PROPORTIONS, AND DURING THE FIRST 30 DAYS, AN EFFORT BE MADE TO HELP RURAL CORPSMEN ACHIEVE GREATER VERBAL PROFICIENCY. THE APPENDIX CONTAINS EXAMPLES OF STUDENT WRITING AND OUTLINES FOR DISCUSSION MEETINGS. (PS)
AIM/ARM: VT002350

4116 REPORT ON EXPERIMENTAL AND DEMONSTRATION MANPOWER PROJECT FOR SUMMER YOUTH DEMONSTRATION PROGRAM THROUGH YOUTH OPPORTUNITY CENTERS. 67
BORSUK, CHARLES S.;NICHOLS, WILLIAM C.
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.; OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 71P.
ADMINISTRATIVE PROBLEMS, DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EVALUATION, GROUP GUIDANCE, GUIDANCE COUNSELING, INDIGENOUS PERSONNEL, INTERVIEWS, NEIGHBORHOOD CENTERS, OFFICE OCCUPATIONS, SUMMER PROGRAMS, TRAINING ALLOWANCES, YOUTH LEADERS
THE 1966 SUMMER YOUTH DEMONSTRATION PROGRAM OPERATED AT 50 YOUTH OPPORTUNITY CENTERS (YOC) IN 22 STATES. DESIGNED TO PROVIDE A STRONGER RELATIONSHIP BETWEEN COMMUNITY YOUTH AND THE YOUTH CENTER, LOCAL PEOPLE ON SUMMER VACATION WERE HIRED TO WORK IN THE PROGRAMS. THEY ACTED AS IN-HOUSE CLERICAL HELP, COMMUNITY WORKERS IN OUTREACH ACTIVITIES, INTERVIEWERS AND JOB DEVELOPERS FOR THE SUMMER PLACEMENT PROGRAM, AND AIDED IN GROUP GUIDANCE TRAINING. THE LATE START OF THE PROGRAM (JULY 1) CREATED SERIOUS

(CONT.)

4116 HANDICAPS. THE COMMUNITY WORKER PROGRAM SUFFERED FROM LACK OF LEAD-TIME TO SELECT PERSONNEL, AND ONLY ABOUT 25 PERCENT OF APPLICANTS WERE PLACED IN SUMMER JOBS. HOWEVER, THERE WAS SOME REAL SUCCESS. THE YOUTH PROVIDED REAL SERVICE TO THE CENTERS. THE GROUP GUIDANCE CLASSES (CALLED TIDE FOR TESTING, INFORMING, DISCUSSING, AND EVALUATING) WERE CONSIDERED AN OUTSTANDING SUCCESS IN PROVIDING ORIENTATION TO THE WORKING WORLD AND EXPLORATION AND CLARIFICATION OF ATTITUDES AND RELATIONSHIPS. IT IS RECOMMENDED THAT SOME FORM OF SUMMER YOUTH EMPLOYMENT PROGRAM BE PART OF YOUTH CENTER SERVICES, AND THAT THE TIDE PROGRAM BE REFINED AND DEMONSTRATED WITH ACCURATE AND TIMELY CONTROLS OVER GRANT-IN-AID PAYMENTS AND REPORTING PROCEDURES AND, IF SUCCESSFUL, BE INCORPORATED AS A REGULAR PART OF MDTA TRAINING. (PT)

ERIC: ED014017

4117 REPORT ON EXPERIMENTAL AND DEMONSTRATION MANPOWER PROJECT FOR THE TIDE PROGRAM, AS AN EXTENSION OF THE SUMMER YOUTH DEMONSTRATION PROGRAM IN YOUTH OPPORTUNITY CENTERS.

68

NOTES: 56P.

DISADVANTAGED YOUTH, DROPOUTS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GUIDANCE COUNSELING, JOB PLACEMENT, NEIGHBORHOOD CENTERS, TABLES (DATA), TESTING INFORMING DISCUSSING AND EVALUATING, TIDE, YOC, YOUTH OPPORTUNITY CENTERS

YOUTH OPPORTUNITY CENTERS (YOCS) SPONSORED A TESTING, INFORMING, DISCUSSING, AND EVALUATING (TIDE) PROGRAM FOR YOUTH IN THE SUMMERS OF 1966 AND 1967. THIS REPORT PROVIDES DATA PRIMARILY ON THE SECOND PHASE OF TIDE WHICH WAS OPERATED FROM JULY TO DECEMBER OF 1967 AT 29 YOUTH CENTERS IN 22 STATES. IN THIS SECOND PART OF THE PROGRAM, 1,031 YOUTH RECEIVED EMPLOYMENT ORIENTATION TRAINING AT 32 YOCS. THESE YOUTH WERE MAINLY DISADVANTAGED, 25 PERCENT HAD POLICE RECORDS, AND 92 PERCENT WERE SCHOOL DROPOUTS. ABOUT TWO-THIRDS OF THE TRAINEES RECEIVED SOME KIND OF AID FROM THE PROGRAM. ABOUT 20 PERCENT WERE PLACED IN JOBS, 15 PERCENT ENTERED THE JOB CORPS, 13 PERCENT RETURNED TO SCHOOL, AND 11 PERCENT WERE RECRUITED FOR MDTA VOCATIONAL TRAINING. A SUMMARY OF THE TIDE PROGRAMS FOR 1966 AND 1967 FOR ALL 32 YOCS IS INCLUDED IN THE REPORT. THE 1966 REPORT IS AVAILABLE AS ED 014 017. (BC)

AIM/ARM: VT010375

4118 REPORT ON MDTA INSTITUTIONAL TRAINING PROGRAM DEVELOPMENTS. SEP66

BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.

NOTES: 45P.

ADULT EDUCATION PROGRAMS, DISADVANTAGED GROUPS, DISADVANTAGED YOUTH, EMPLOYMENT, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, OCCUPATIONS, PARTICIPANT CHARACTERISTICS, POVERTY PROGRAMS, PROGRAM COSTS, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, RACIAL DISTRIBUTION, RURAL URBAN DIFFERENCES, STUDENT ENROLLMENT, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, VOCATIONAL RETRAINING, MDTA PROGRAMS

THE DATA ON MANPOWER DEVELOPMENT TRAINING ACT (MDTA) PROGRAM ACCOMPLISHMENTS DURING 1964 AND 1965 REFLECT THE INCREASING EMPHASIS ON ASSISTING DISADVANTAGED TRAINEES SUCH AS JOBLESS TEENAGERS, NONWHITES, AND PERSONS OF LIMITED EDUCATIONAL ATTAINMENT. ALMOST HALF OF THE 321,456 ENROLLEES RECEIVED TRAINING IN THE SKILLED AND SEMI-SKILLED CATEGORIES, NEARLY ONE-FOURTH IN THE CLERICAL AND SALES FIELD, AND MORE THAN ONE-SEVENTH IN SERVICE OCCUPATIONS, WITH THE LATTER TWO CATEGORIES CONTAINING LARGER PROPORTIONS OF TRAINEES IN 1965 THAN IN 1964. SOME 2,800 PROJECTS FOR ABOUT 154,000 TRAINEES WERE APPROVED IN 1965. THE AVERAGE DURATION OF TRAINING CONTINUED ITS SLOW UPTREND REFLECTING MORE TRAINEES IN SKILLED AND TECHNICAL TRAINING AS WELL AS LEGISLATIVE AMENDMENTS EXTENDING MAXIMUM PERMISSIBLE LENGTH OF COURSES. AS IN 1964, ABOUT 57 PERCENT OF THE FUNDS WERE USED FOR PAYING TRAINING ALLOWANCES. THE AVERAGE TOTAL COST PER TRAINEE WAS $1,893, APPRECIABLY GREATER THAN IN 1964, AS A RESULT OF 1965 MDTA AMENDMENTS LIBERALIZING TRAINEE ALLOWANCE PAYMENTS AND SUPPORT. ABOUT 91 PERCENT OF THOSE WHO COMPLETED TRAINING DURING 1964 OBTAINED EMPLOYMENT WITHIN THE SUBSEQUENT 12 MONTHS. OTHER DATA ARE PRESENTED CONCERNING (1) APPROVED PROJECTS, NUMBERS OF TRAINEES, AND COSTS, (2) EMPLOYMENT OF TRAINEES, (3) OCCUPATIONAL CONTENT OF TRAINING PROGRAMS, (4) CHARACTERISTICS OF TRAINEES, AND (5) EMPLOYMENT SERVICE ACTIVITIES. THE APPENDIX GIVES DETAILED COMPARATIVE DATA FOR 1964 AND 1965. (ET)

ERIC: ED014614

4119 REPORT ON OCCUPATIONAL EXPLORATORY TRAINING PROJECT. DECEMBER 1974-MARCH 1975. MAR 75

MCQUAID, J. M.

PRINCE EDWARD ISLAND DEPT. OF EDUCATION, CHARLOTTETOWN. DEPARTMENT OF MANPOWER AND IMMIGRATION, OTTAWA (ONTARIO).

NOTES: 49P.; BEST COPY AVAILABLE; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT

ADULTS, DEMONSTRATION PROGRAMS, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, YOUNG ADULTS, CANADA, PRINCE EDWARD ISLAND

THIS IS A REPORT ON A PILOT PROJECT IN OCCUPATIONAL EXPLORATORY TRAINING SPONSORED BY CANADA MANPOWER. THE PROJECT IS AN ATTEMPT TO COPE WITH THE PROBLEMS OF MANPOWER CLIENTS WHO ARE UNDECIDED ABOUT AN OCCUPATIONAL GOAL, AND TO HELP PREVENT THE PLACEMENT OF CLIENTS IN PROGRAMS UNSUITED TO THEM. THIS REPORT PROVIDES A BACKGROUND TO THE PROJECT, DESCRIBES THE PROGRAM CONTENT AND METHODOLOGY, AND CONCLUDES WITH A SUMMARY OF RECOMMENDATIONS. (SJL)

ERIC: ED119065

4120 A REPORT ON OPERATION SER. (BROADENING EMPLOYMENT OPPORTUNITIES FOR MEXICAN-AMERICANS) JUL 68
JOBS FOR PROGRESS, INC., SANTA MONICA, CALIF.
CONTRACT NO. DL-42-46-66-53
NOTES: FINAL REPT. 68P
EMPLOYMENT, PROJECTS, MANPOWER UTILIZATION, ETHNIC GROUPS, DEMONSTRATION PROJECTS, SERVICE EMPLOYMENT REDEVELOPMENT PROJECT, MEXICAN AMERCIAN, SOUTHWESTERN STATES, MINORITY GROUPS, JOB OPPORTUNITIES
OPERATION SERS PURPOSE WAS TO DEVELOP MANPOWER PROGRAM ACTIVITIES FOR THE MEXICAN-AMERICAN MINORITY GROUPS IN THE SOUTHWESTERN STATES OF TEXAS, NEW MEXICO, COLORADO, ARIZONA, AND CALIFORNIA. THE OBJECTIVE OF THE PROJECT WAS TO ENHANCE AND DRAW ON THE CAPABILITIES OF MAJOR ORGANIZATIONS REPRESENTING SPANISH-AMERICANS IN ORDER TO DEVELOP PROGRAMS TO BROADEN EMPLOYMENT OPPORTUNITIES FOR THIS GROUP OF PEOPLE. (DLMA ABSTRACT)
NTIS: PB-199 510 NTIS PRICES PC$3.00 MF$0.95

4121 REPORT ON PROGRESS IN 1966 ON THE STATUS OF WOMEN, THIRD ANNUAL REPORT. DEC67
INTERDEPARTMENTAL COMMISSION ON THE STATUS OF WOMEN, WASHINGTON, D.C.
ANNUAL REPORTS, CIVIL RIGHTS, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), FEMALES, INCOME, LABOR STANDARDS, LEGISLATION, ORGANIZATIONS (GROUPS), POLITICAL INFLUENCES, STATUS, WELFARE
THE OPPORTUNITIES FOR WOMEN TO CONTRIBUTE IN EVERY ASPECT OF NATIONAL LIFE CONTINUED TO EXPAND AND INCREASE AT A RAPID PACE DURING 1966. OF GREAT SIGNIFICANCE WAS THE AMENDMENT OF THE FEDERAL FAIR LABOR STANDARDS ACT WHICH EXTENDED MINIMUM WAGE AND EQUAL PAY COVERAGE TO AN ADDITIONAL 3.2 MILLION WOMEN EMPLOYEES IN PRIVATE EMPLOYMENT. THE STATE COMMISSIONS ON THE STATUS OF WOMEN WERE INFLUENTIAL IN GETTING MINIMUM WAGE LAWS ENACTED IN THREE ADDITIONAL STATES, EQUAL PAY LAWS IN FIVE, AND AMENDMENTS OF FAIR EMPLOYMENT PRACTICE LAWS IN FIVE. HEALTH AND WELFARE LEGISLATION, OCCUPATIONAL TRAINING PROGRAMS, VOCATIONAL REHABILITATION, BIRTH CONTROL INFORMATION, CONSUMER PROTECTION LAWS, AND AVAILABILITY OF CHILD CARE FACILITIES IMPROVED BOTH WOMENS EMPLOYMENT POSSIBILITIES AND STATUS AS A HOMEMAKER. AN INCREASED NUMBER OF WOMEN EARNED COLLEGE DEGREES, AND SALARIES OF WOMEN COLLEGE TEACHERS IMPROVED. THE YEAR ALSO MARKED IMPORTANT GAINS FOR DISADVANTAGED GIRLS AND WOMEN. TWELVE JOB CORPS CENTERS WERE IN OPERATION FOR WOMEN AND APPROXIMATELY ONE-HALF OF 800,000 YOUNG PEOPLE WHO RECEIVED A NEW START THROUGH THE NEIGHBORHOOD YOUTH CORPS WERE GIRLS. OVER 80,000 WOMEN WERE ENROLLED DURING THE YEAR IN MANPOWER DEVELOPMENT AND TRAINING ACT INSTITUTIONAL AND ON-THE-JOB-TRAINING PROGRAMS. THE NUMBER OF WOMEN EMPLOYED IN THE CIVILIAN LABOR FORCE INCREASED BY 1.4 MILLION OR 5.2 PERCENT AND UNEMPLOYMENT DROPPED FROM 5.1 TO 4.7 PERCENT. EVERY MAJOR ADVANCE MADE BY WOMEN IN 1966 RESULTED FROM THE COMBINED EFFORT OF MANY FEDERAL, STATE, AND LOCAL COMMISSIONS AND ORGANIZATIONS, SOMETIMES OVER A PERIOD OF MANY YEARS. THE ACHIEVEMENTS OF STATE COMMISSIONS ON THE STATUS OF WOMEN IN 48 STATES WERE BRIEFLY SUMMARIZED. THIS DOCUMENT IS AVAILABLE AS Y3.IN8/21--1/966 FOR 70 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (WB)
ERIC: ED016032

4122 A REPORT ON PROJECT CVIS (COMPUTERIZED VOCATIONAL INFORMATION SYSTEM). MAR 69
WILLOWBROOK HIGH SCHOOL, VILLA PARK, ILL. COMPUTERIZED VOCATIONAL INFORMATION SYSTEM PROJECT.
NOTES: 75P.; PAPER PREPARED FOR THE NATIONAL CONVENTION OF RESEARCH CO-ORDINATING UNIT DIRECTORS, SALT LAKE CITY, UTAH, MARCH 25-27, 1969
COMPUTER ORIENTED PROGRAMS, COMPUTER PROGRAMS, COMPUTERS, COUNSELING PROGRAMS, ELECTRONIC DATA PROCESSING, INFORMATION PROCESSING, INFORMATION RETRIEVAL, INPUT OUTPUT DEVICES, OCCUPATIONAL CHOICE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING
THE COMPUTERIZED VOCATIONAL INFORMATION SYSTEM (CVIS) TEAM, HAS DESIGNED A SYSTEM UTILIZING A COMPUTER AS A TOOL TO HELP STUDENTS EXPLORE OCCUPATIONS IN THE LIGHT OF THEIR OWN STUDENT RECORDS. THIS SYSTEM AIMS AT TEACHING A DECISION-MAKING PROCESS IN A WAY THAT INTERESTS STUDENTS AND ALLOWS COUNSELORS MORE TIME FOR COUNSELING FUNCTIONS. THE PROJECT WAS DEVELOPED IN FIVE PHASES. USING ROES TWO-DIMENSIONAL CLASSIFICATION, OCCUPATIONS WERE DIVIDED INTO SIX LEVELS BY AMOUNT OF TRAINING AND RESPONSIBILITY REQUIRED. THESE SIX LEVELS WERE THEN DIVIDED INTO EIGHT CATEGORIES OF INTEREST. STUDENT RECORDS IN COMPUTER STORAGE INCLUDE CUMULATIVE CLASS RANK, COMPOSITE SCORE ON BATTERY OF TESTS, AND INTEREST INVENTORY SCORES. STUDENTS USE THE SYSTEM VOLUNTARILY AND DURING A SOPHOMORE VOCATIONAL UNIT. EACH COUNSELOR ALSO HAS A DISPLAY TERMINAL IN HIS OFFICE. STUDENT ATTITUDE IS HIGHLY POSITIVE. APPENDED IS THE SCRIPT, BEGINNING LIST OF OCCUPATIONS, SAMPLE BRIEF, STUDENT-RECORD DISPLAYS, AND AN EVALUATION QUESTIONNAIRE. (KP)
ERIC: ED029331

4123 REPORT ON SUMMER EXPERIMENTAL TELEVISION PROJECT. WORK INCENTIVE PROGRAM, JULY 1 TO AUGUST 31, 1969. 69
SHULT, ROBERT J.
WISCONSIN STATE EMPLOYMENT SERVICE, MADISON.
NOTES: 6P.
EQUIPMENT EVALUATION, EQUIPMENT UTILIZATION, STATE PROGRAMS, TELEVISION, WISCONSIN
THE SUMMER TELEVISION PROJECT WAS INSTITUTED TO PROVIDE A PERIOD OF EXPLORATION AND EXPERIMENTATION DURING WHICH THE NEEDS OF THE WISCONSIN STATE EMPLOYMENT SERVICE AND THE WORK INCENTIVE PROGRAM WERE EXAMINED. TELEVISION WAS PRIMARILY USEFUL FOR SELF-EVALUATION AND FOR DEMONSTRATION OR INTRODUCTION OF NEW PROGRAMS. SEVERAL TYPES OF TELEVISION EQUIPMENT WERE AVAILABLE. A ONE HALF INCH SYSTEM COST FROM $800 TO $2,000,

(CONT.)

4123 WHEREAS A 1-INCH SYSTEM VARIED IN PRICE FROM $2,000 TO $10,000. THE ONE HALF INCH SYSTEM WAS LIGHT ENOUGH TO BE MOVED BY ONE PERSON AND TRANSPORTED IN AN AUTOMOBILE. THE LARGER SYSTEM WEIGHED AT LEAST 200 POUNDS AND REQUIRED A PANEL TRUCK FOR TRANSPORT. THE MAJOR ADVANTAGE OF THE LARGER SYSTEM WAS ITS SUPERIOR PICTURE PRODUCING CAPABILITY. THE PROJECT MUST STILL SOLVE THE PROBLEMS OF (1) WHICH AREAS CAN EFFECTIVELY USE TELEVISION, (2) NECESSARY LEVELS OF EQUIPMENT, AND (3) ADMINISTRATION AND CONTROL OF TELEVISION ACTIVITY. (BC)
ERIC: ED057176

4124 REPORT ON THE CONFERENCE ON THE SEPARATING SERVICEMAN HELD AT THE NATIONAL WAR COLLEGE, 29-31 OCTOBER 1969. 69
DEPARTMENT OF DEFENSE, WASHINGTON, D.C.
NOTES: 139P.
CAREERS, CONFERENCE REPORTS, EXTENSION EDUCATION, FEDERAL AID, FEDERAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MILITARY PERSONNEL, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, RECRUITMENT, VETERANS, VOCATIONAL COUNSELING, VOCATIONAL RETRAINING, TRANSITION PROGRAM
THIS CONFERENCE ENABLED OPERATORS OF TRAINING PROGRAMS FOR SEPARATING SERVICEMEN TO TALK SHOP AMONG THEMSELVES AND WITH OUTSIDE SUPPORTING AGENCIES AND ORGANIZATIONS, BOTH PUBLIC AND PRIVATE. PANEL DISCUSSIONS AND SPEECHES DEALT WITH SUCH MATTERS AS LOCAL ADMINISTRATION OF THE TRANSITION PROGRAM: COUNSELING AND PLACEMENT (INCLUDING THE PLANNED REFERRAL COMPUTERIZED JOB REFERRAL SERVICE FOR MILITARY RETIREES): NATIONAL ASSISTANCE FOR VETERANS: MAJOR SEPARATION ACTIVITIES FOR OVERSEAS RETURNEES: INDUSTRY SPONSORED TRANSITION TRAINING: PROGRAMS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT: UNIVERSITY EXTENSION AND OTHER EDUCATIONAL PROGRAMS FOR TRANSITION: TRAINING FOR PUBLIC SERVICE CAREERS: AND WAYS OF REACHING DISABLED, DISADVANTAGED, AND MINORITY GROUP SERVICEMEN. SPECIAL ATTENTION TO IMPROVED AVAILABILITY OF TRAINING RESOURCES, TRAINEE SELECTION, PROGRAM EVALUATION, SCHEDULING, AND WORKING RELATIONSHIPS WITH OUTSIDE TRAINING SPONSORS, WAS ADVISED. (AN AGENDA AND PARTICIPANT ROSTER ARE INCLUDED.) (LY)
ERIC: ED036728

4125 REPORT ON VETERANS ADMINISTRATIONS ON-JOB TRAINING PROGRAM (B-178741). A REPORT OF THE GENERAL ACCOUNTING OFFICE SUBMITTED TO THE COMMITTEE ON VETERANS AFFAIRS, UNITED STATES SENATE. 94TH CONGRESS, 1ST SESSION. SENATE COMMITTEE PRINT NO. 14. 9 JUL 75
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 9P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, OCCUPATIONAL SURVEYS, ON THE JOB TRAINING, VETERANS, VA, VETERANS ADMINISTRATION
THE DOCUMENT REPORTS ON A SURVEY OF THE VETERANS ADMINISTRATIONS (VA) ON-JOB TRAINING PROGRAMS UNDER THE CURRENT G.I. BILL IN ORDER TO DETERMINE WHETHER FULL USE WAS BEING MADE OF THE PROGRAM AS A SOURCE OF VETERAN EMPLOYMENT. THE SURVEY COVERED EIGHT SELECTED VA REGIONAL OFFICES. AVAILABLE INFORMATION SHOWS THAT SINCE THE PROGRAM BEGAN IN 1967 THROUGH JUNE 1974, ABOUT 207,000 VETERANS HAVE PARTICIPATED IN THE PROGRAM AND THAT AS OF NOVEMBER 30, 1974, ABOUT 26,500 APPROVED EMPLOYERS WERE PROVIDING ON-JOB TRAINING TO ABOUT 59,200 VETERANS. THE FOLLOWING WERE IDENTIFIED IN THE SURVEY (1) EMPLOYERS WITH APPROVED PROGRAMS, (2) APPROVED EMPLOYERS WITH VETERANS IN TRAINING, AND (3) APPROVED EMPLOYERS WITHOUG VETERANS IN TRAINING. ABOUT 58(OF THE APPROVED EMPLOYERS DID NOT HAVE ANY VETERANS IN TRAINING AND AN UPDATED STATISTIC (SEPTEMBER 1974) REVEALED THAT 65(OF THE APPROVED EMPLOYERS WERE INACTIVE. INTERVIEWS WITH A SAMPLE OF 271 EMPLOYERS REVEALED THAT ONE OUT OF FOUR EMPLOYERS NEEDED ON-JOB TRAINEES AND WOULD ACCEPT QUALIFIED VETERANS IF ONE HAD BEEN REFEREED. A VA OR DEPARTMENT OF LABOR PROGRAM TO CONDUCT FOLLOWUP ACTIVITIES IS NECESSARY IN ORDER TO DETERMINE THE NEED FOR ON-JOB TRAINEES AMONG APPROVED EMPLOYERS AND TO RELATE THIS INFORMATION TO VETERANS. (AUTHOR/EC)
ERIC: ED118851

4125 REPORT ON WOMENS TALENT CORPS RESEARCH AS OF MARCH 31, 1967. 67
COHEN, AUDREY C.
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 23P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, RESEARCH, NONPROFESSIONAL PERSONNEL, ADULT VOCATIONAL EDUCATION, SERVICE OCCUPATIONS, PROGRAM ADMINISTRATION, EMPLOYMENT PROGRAMS, VOLUNTARY AGENCIES, JOB TRAINING, DISADVANTAGED GROUPS, COORDINATORS, DATA COLLECTION, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THIS REPORT IS ONE OF A SERIES AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE), DESCRIBING THE ORGANIZATION AND REPORTING THE PROGRESS OF THE WOMENS TALENT CORPS (WTC) IN NEW YORK CITYS ANTI-POVERTY CAMPAIGN. BECAUSE THE FULL CYCLE OF ORIENTATION, ON-THE-JOB TRAINING WITH A COORDINATOR, AND SUBSEQUENT ON-THE-JOB TRAINING HAS NOT BEEN COMPLETED BY ANY OF THE PARTICIPATING GROUPS, AVAILABLE INFORMATION IS LIMITED: BUT A FOLLOW-UP STUDY IS ANTICIPATED UPON PROGRAM COMPLETION. THE RESEARCH TEAM AND THE STAFF COOPERATIVELY DESIGNED REPORTING PROCEDURES AND FORMS USED FOR ADMINISTRATIVE EVALUATION OF THE PROGRAM. AS ESSENTIAL STRATEGY OF THE EVALUATION IS MODIFICATION OF PROCEDURES FOR THE SECOND AND THIRD GROUPS AS A RESULT OF THE EXPERIENCES OF THE FIRST GROUP. OVER 1,150 RESEARCH DOCUMENTS HAVE BEEN COLLECTED FROM TRAINEES AND COORDINATORS WITH COMPUTER PROGRAMING AND TABULATION OF THE DATA PLANNED. REVISIONS WILL BE MADE AS ADDITIONAL DATA ARE COLLECTED. THE FOLLOWING AREAS OF EVALUATION INQUIRY ARE BRIEFLY DESCRIBED (1) PROGRAM ASSESSMENT BY COORDINATORS, TRAINEES, JOB SUPERVISORS, AND ADMINISTRATORS, (2) THE IMPACT OF THE EXPERIENCE UPON THE SELF-CONCEPTS OF TRAINEES, (3)

(CONT.)
4126 FAMILY RELATIONSHIPS AND THE TRAINING EXPERIENCE, (4) THE SELECTION PROCESS AND THE SOCIAL BACKGROUND OF THE TRAINEES, (5) COORDINATION OF AREAS OF INQUIRY, (6) WRITING OF NEW PROPOSALS, AND (7) ANTICIPATED EMPHASIS OF FUTURE RESEARCH. THE APPENDIX DESCRIBES THE DATA GATHERING INSTRUMENTS. (FP)
AIM/ARM: VT004986

4127 A REPORT TO CONGRESS ON WATER POLLUTION CONTROL MANPOWER DEVELOPMENT AND TRAINING ACTIVITIES MAR 72
ENVIRONMENTAL PROTECTION AGENCY, WASHINGTON, D.C. OFFICE OF WATER PROGRAMS.
NOTES: 225P
SKILLED WORKERS, WATER POLLUTION CONTROL, MANPOWER, NTISEPAL
THIS REPORT FOCUSES ON THE MANPOWER DEVELOPMENT ACTIVITIES OF ALL ORGANIZATIONS, BOTH PUBLIC AND PRIVATE, THAT ARE CONCERNED WITH WATER POLLUTION CONTROL. EDUCATIONAL INSTITUTIONS ARE ADDED TO INDICATE THE BREADTH OF TRAINING RESOURCES AND REQUIREMENTS. THE REPORT FINDS THAT MANPOWER DEMANDS ARE EXPECTED FOR A WIDE VARIETY OF EDUCATIONAL AND SKILL CATEGORIES FROM NUMEROUS SOURCES AND TYPES OF ORGANIZATIONS. TRAINING ACTIVITIES EXTEND OVER A BROAD SPECTRUM OF OCCUPATIONAL CATEGORIES THROUGH A HOST OF VARIED PROGRAMS, BOTH PUBLIC AND PRIVATE. THE REPORT PRESENTS 5-YEAR PROJECTIONS FOR INCREASES IN JOBS IN THE WATER POLLUTION CONTROL FIELD. THESE PROJECTIONS REPRESENT EPAS BEST ESTIMATES OF FUTURE JOB OPPORTUNITIES IN WATER POLLUTION ABATEMENT, AND HAVE BEEN DRAWN FROM A VARIETY OF SOURCES AS EXPLAINED IN THE REPORT.
NTIS: PB-253 594/6ST NTIS PRICES PC$7.75/MF$2.25

4128 REPORT TO THE AMERICAN INDIAN PEOPLE. 75
NATIONAL INDIAN YOUTH COUNCIL, ALBUQUERQUE, N. MEX.
NOTES: 9P.
ACCOUNTABILITY, AMERICAN INDIANS, ANNUAL REPORTS, CIVIL RIGHTS, EDUCATION, FEDERAL GOVERNMENT, HEALTH, INTERNATIONAL RELATIONS, MASS MEDIA, NATURAL RESOURCES, ORGANIZATIONS (GROUPS), POLICY, POLITICAL ISSUES, PROGRAM DESCRIPTIONS, NATIONAL INDIAN YOUTH COUNCIL
PRESENTING A BRIEF HISTORICAL PROFILE, PROGRAM DESCRIPTIONS, SYNOPSES OF POLITICAL ISSUES, AND A POLICY STATEMENT (1973), THIS 1975 ANNUAL REPORT ON THE NATIONAL INDIAN YOUTH COUNCIL INCLUDES (1) PROGRAMS (NIYC/COMPREHENSIVE EMPLOYMENT AND TRAINING ACT MANPOWER DEVELOPMENT: INVESTIGATIVE JOURNALISM TRAINING PROJECT: EX-OFFENDER PROGRAM: SAN JUAN COUNTY RESEARCH PROJECT: LITIGATION PROGRAM: YOUTH PROGRAM): (2) NATURAL RESOURCE DEVELOPMENT ISSUES (COAL GASIFICATION ON THE NAVAJO RESERVATION AND AMERICAN INDIAN WATER RIGHTS): (3) CIVIL RIGHTS ISSUES (THE FARMINGTON REPORT A CULTURE OF CONFLICT FARMINGTON LAW SUITS: VIOLENCE AT ACOMA PUEBLO: INDIAN PREFERENCE: FAIRCHILD OCCUPATION: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION COMPLAINTS: ARTS AND CRAFTS FRAUD: CHEROKEE RELIGIOUS PROJECT): (4) EDUCATION ISSUES (INTERMOUNTAIN LAW SUIT: STUDENT BILL OF RIGHTS: HAMMON SCHOOL: MOBILE SCHOOL FOR DROPOUTS: MILWAUKEE AREA TECHNICAL COLLEGE): (5) HEALTH ISSUES (LEWIS CASE AND AMERICAN INDIAN NURSES ASSOCIATION): (6) TRUST RESPONSIBILITY ISSUES (TEWA TESUQUE: CREEK GOVERNMENT CASE: SOUTHERN PAIUTE CLAIMS: NAVAJO EVICTIONS: NAVAJO-AFL/CIO AGREEMENT: SANTA ANA PUEBLO): (7) MASS MEDIA ISSUES (NEW MEXICO PRESS: FEDERAL COMMUNICATIONS COMMISSION PETITION: INDIAN FILM COMPANY): (8) POLICY STATEMENT TO THE AMERICAN INDIAN PEOPLE. (JC)
ERIC: ED138397

4129 REPORTS OF SUBCOMMITTEES OF THE PRESIDENTS COMMITTEE ON YOUTH EMPLOYMENT. JUN 63
NOTES: 98P.
BUSINESS, COMMUNITY RESPONSIBILITY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, GUIDANCE COUNSELING, JOB TRAINING, LABOR LAWS, LABOR UNIONS, MOTIVATION, OCCUPATIONAL GUIDANCE, OUT OF SCHOOL YOUTH, URBAN SLUMS, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT, OCCUPATIONAL COUNSELING
THE REPORTS OF SIX SUBCOMMITTEES ARE INCLUDED--(1) PRIVATE AND PUBLIC RESPONSIBILITY FOR DEVELOPING JOB OPPORTUNITIES FOR YOUTH, (2) PREPARING IN-SCHOOL YOUTH FOR WORK, (3) ROLE OF LABOR, MANAGEMENT, AND EDUCATION IN TRAINING OUT-OF-SCHOOL YOUTH, (4) COUNSELING, GUIDANCE, AND MOTIVATION, (5) LAWS AFFECTING EMPLOYMENT OF YOUTH, AND (6) PROBLEMS OF YOUTH IN LARGE CITY SLUMS. ALTHOUGH THESE REPORTS DIFFER IN LENGTH AND IN DEGREE OF DETAIL, IN AGGREGATE THEY REFLECT A BROAD CONSENSUS THAT NEW AND STIMULATING POLICIES FOR EDUCATION AND TRAINING, GUIDANCE, EMPLOYMENT OPPORTUNITIES, AND ECONOMIC GROWTH ARE IMPERATIVE. THE REPORTS INCLUDE ALMOST 100 SPECIFIC PROPOSALS, A NUMBER OF WHICH WERE ADAPTED AND REFLECTED IN THE COMMITTEES OFFICIAL REPORT TO THE PRESIDENT, THE CHALLENGE OF JOBLESS YOUTH (VT 002 872). THE RECOMMENDATIONS WERE DESIGNED TO FOCUS PUBLIC ATTENTION AND ACTION ON IMMEDIATE AND LONG-RANGE MEASURES FOR TRAINING YOUTH AND ENHANCING THEIR OPPORTUNITIES TO OBTAIN JOBS. NAMES OF RESPECTIVE SUBCOMMITTEE MEMBERS ARE LISTED ON THE TITLE OF EACH REPORT. (MM)
AIM/ARM: VT002817

4130 REPRODUCTION SPECIALIST (PRINT. + PUB.) 97--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, REPROGRAPHY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, REPRODUCTION SPECIALIST
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

(CONT.)

4130 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066511

4131 REQUIREMENTS AND DESIGN OF A LABOR MARKET INFORMATION SYSTEM FOR A LARGE METROPOLITAN AREA. NOV 72
THAL-LARSEN, MARGARET:AND OTHERS
CALIFORNIA UNIV., BERKELEY. DEPT. OF INDUSTRIAL ENGINEERING AND OPERATIONS RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 338P.
CAREER PLANNING, ECONOMIC PROGRESS, EMPLOYMENT PROJECTIONS, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, INFORMATION SYSTEMS, JOB PLACEMENT, LABOR MARKET, METROPOLITAN AREAS, OCCUPATIONAL INFORMATION, SYSTEMS DEVELOPMENT, VOCATIONAL COUNSELING, CALIFORNIA, SAN FRANCISCO BAY AREA
THIS STUDY SOUGHT TO DETERMINE THE NEED FOR LABOR MARKET INFORMATION IN THE SAN FRANCISCO-OAKLAND AND SAN JOSE METROPOLITAN AREAS OF CALIFORNIA. RESPONDENTS INCLUDED REPRESENTATIVES OF PUBLIC AND PRIVATE EMPLOYMENT AGENCIES, COMMUNITY ANTIPOVERTY AGENCIES, SCHOOL ADMINISTRATORS AND COUNSELORS, EMPLOYERS, UNION MEMBERS AND HIGH SCHOOL STUDENTS. TOP PRIORITY NEEDS RECORDED WERE INFORMATION ABOUT CURRENT JOB OPPORTUNITIES, JOB PROSPECTS, AND CURRENT DEMOGRAPHIC STATISTICS FOR SMALL AREAS. CONCEPTUALIZED AND DESCRIBED IN TERMS OF 28 COMPONENTS IS A LABOR MARKET INFORMATION SYSTEM DESIGNED TO SATISFY REQUIREMENTS REGISTERED BY RESPONDENTS. OTHER CONTENT INCLUSIONS ARE (1) A DISCUSSION OF PROBLEMS ENCOUNTERED IN THE MODEL DESIGN PROCESS, (2) INPUT SOURCE DATA, (3) OUT-PUT FORMAT REQUIREMENTS, (3) TRANSFORMATIONS AND MECHANISMS SPECIFIED FOR EACH COMPONENT, AND (4) EVALUATION AND CRITERIA DEVELOPMENT PROCEDURES. POLICY RECOMMENDATIONS INCLUDE SUGGESTED STRATEGIES FOR IMPLEMENTATION OF THE SYSTEM. (AUTHOR)
ERIC: ED079145 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 744, MF $1.45, HC $9.00)

4132 RESEARCH + INFORMATION ON EMPLOYMENT + TRAINING. PROCEEDINGS OF A SYMPOSIUM (HERSHEY CONVENTION CENTER, HERSHEY, PENNSYLVANIA, OCTOBER 14-15, 1976). OCT 76
FRANCHAK, STEPHEN J., ED.
PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG.
NOTES: 164P.: FOR A RELATED DOCUMENT SEE ED 121 987
COLLEGE GRADUATES, ECONOMIC RESEARCH, EDUCATIONAL BENEFITS, EDUCATIONAL DEMAND, EDUCATIONAL RESEARCH, EDUCATIONAL SUPPLY, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, LABOR ECONOMICS, LABOR MARKET, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, VOCATIONAL EDUCATION
A COMPILATION OF 21 PRESENTATIONS GIVEN AT A SYMPOSIUM HELD TO IMPROVE COMMUNICATIONS BETWEEN INDIVIDUALS AND AGENCIES (EDUCATION, GOVERNMENT AND PRIVATE INDUSTRY) WHICH PRODUCE OR USE OCCUPATIONAL RESEARCH AND INFORMATION FOR PROGRAM PLANNING AND DECISIONMAKING CONTAINS THE FOLLOWING TITLES SOME THOUGHTS ON ECONOMIC ILLITERACY: WE CAN SURVIVE AN OPTIMISTIC AND REALISTIC VIEW OF THE FUTURE: AND NOW--A WORD FROM THE PRIVATE SECTOR: COMPREHENSIVE EMPLOYMENT TRAINING ACT, EXPECTATIONS AND REALITIES: PENNSYLVANIA OCCUPATIONAL STATISTICS PROGRAM: UNDEREMPLOYMENT CONCEPTUAL ISSUES: WORK--NOT SCHOOL--COMES FIRST: COST-EFFECTIVENESS OF WORK EXPERIENCE IN SECONDARY SCHOOLS: A PERSPECTIVE ON ASSESSING VOCATIONAL EDUCATION RESEARCH AND DEVELOPMENT FUTURE LABOR SUPPLY FOR LOWER LEVEL OCCUPATIONS: THE ROLE OF SUPPLY AND DEMAND FORCES IN THE CHANGING MARKET FOR COLLEGE GRADUATES: PROJECTIONS OF SCIENCE AND ENGINEERING PH.D. SUPPLY AND USE A COMPARISON ON NSF AND BLS PUBLICATIONS: HOW USEFUL IN EMPLOYMENT IS COLLEGE EDUCATION: STRATEGIES AND PROCEDURES FOR USING OCCUPATIONAL INFORMATION AT A CAREER DEVELOPMENT AND PLACEMENT CENTER: PENNSYLVANIA POSTSECONDARY DEGREE PROGRAMS NEED, AVAILABILITY, SUPPLY, OVERSUPPLY: INDUSTRY LOOKS AT MANPOWER NEEDS: A BOTTOMLINE VIEWPOINT INDUSTRY LOOKS AT EDUCATION: LABORS CHALLENGE TO EDUCATION AND INDUSTRY: JOB INFORMATION SERVICE AND AUTOMATIC MATCHING NEW CONCEPT FOR PUBLIC EMPLOYMENT SERVICE: ANALYZING JOBS AS A SOLUTION TO OCCUPATIONAL PROBLEMS AND THE IMPACT OF EQUAL OPPORTUNITY. A LIST OF PARTICIPANTS IS APPENDED. (EM)
ERIC: ED140026

4133 RESEARCH AND DEMONSTRATION PROGRAM OF DAY CARE SERVICES FOR M.I.T. EMPLOYEES. INTERIM REPORT. APR 71
ARTERTON, JANET BOND
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. PLANNING OFFICE.
NOTES: 55P.
CHILD CARE, CHILD DEVELOPMENT CENTERS, DAY CARE PROGRAMS, DAY CARE SERVICES, EMPLOYEE ATTITUDES, FRINGE BENEFITS, INDUSTRIAL RELATIONS, PRESCHOOL PROGRAMS, PROGRAM DESCRIPTIONS, STATISTICAL ANALYSIS, SURVEYS, TABLES (DATA), WORKING WOMEN, MASSACHUSETTS

(CONT.)

4133 INSTITUTE OF TECHNOLOGY

A SURVEY OF DAY CARE NEEDS OF M.I.T. EMPLOYEES, ITS RESULTING INFORMATION, AND A DESCRIPTION OF THE PILOT PROGRAM OF DAY CARE SERVICES UNDERTAKEN BY M.I.T. ARE INCLUDED IN THIS REPORT. A SURVEY WAS ADMINISTERED TO ALL 4,650 INSTITUTE EMPLOYEES IN APRIL, 1970, AND ENJOYED A 35(RATE OF RESPONSE. THE COMPILED DATA SUPPORTS THE CONCLUSION THAT A NUMBER OF EMPLOYEES COULD USE A DAY CARE PROGRAM FOR THEIR CHILDREN. ENROLLMENT IN THE PILOT PROGRAM AND ESTABLISHMENT OF A WAITING LIST PUTS THE PRESENT DEMAND AT ABOUT 50 EMPLOYEES. IN A COST-SHARING PILOT PROGRAM, M.I.T. EMPLOYEES ENROLL THEIR CHILDREN IN THE NEARBY KLH CHILD DEVELOPMENT CENTER AT FEES BASED ON INDIVIDUAL FAMILY INCOMES INSTEAD OF THE FULL KLH FEE. ON THE AVERAGE, THE INSTITUTE SUBSIDIZES TWO-THIRDS OF EACH FEE. THE PROGRAM COST FOR 15 CHILDREN TOTALS $28,000, OF WHICH THE INSTITUTE CONTRIBUTES $20,000. THE SUCCESS OF THE PROGRAM TO DATE AND INCREASING DEMAND FOR DAY CARE SERVICES SUGGEST AN EXPANSION OF THE PROGRAM TO A TOTAL OF 25 SUBSIDIZED PLACES AT THE KLH CHILD DEVELOPMENT CENTER, AT AN ADDITIONAL ANNUAL EXPENSE TO M.I.T. OF $6,000 TO $9,000. THE INSTITUTE SHOULD ALSO ASSIST CITIZEN GROUPS IN STARTING NEW DAY CARE PROGRAMS. APPENDIX A IS A COPY OF THE SURVEY FORM, AND APPENDIX B IS A SUGGESTED LETTER FOR INELIGIBLE RESPONDENTS. FOR RELATED DOCUMENT, SEE PS 006 329.) (KM)

ERIC: ED071776

4134 RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER. OCT 74
GOLDSTEIN, HAROLD M.;AND OTHERS
NORTHEASTERN UNIV., BOSTON, MASS. CENTER FOR MEDICAL MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 26P.
EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, HEALTH PERSONNEL, HOSPITAL PERSONNEL, JOB ANALYSIS, JOB SKILLS, MANPOWER NEEDS, MANPOWER UTILIZATION, PARAMEDICAL OCCUPATIONS, RESEARCH AND DEVELOPMENT CENTERS, RESEARCH PROJECTS, RESEARCH UTILIZATION, TASK PERFORMANCE, CENTER FOR MEDICAL MANPOWER STUDIES, CMMS

THE REPORT, DIRECTED TOWARD HOSPITAL ADMINISTRATORS, CHIEFS OF SERVICES, AND HEALTH PERSONNEL IN GENERAL, OUTLINES THE WORK AT THE CENTER FOR MEDICAL MANPOWER STUDIES (CMMS) (COMPLETED AND IN PROGRESS) CONCERNED WITH RESTRUCTURING OF HEALTH OCCUPATIONS. BRIEFLY DESCRIBED IS THE GROWTH OF HEALTH CARE SERVICES, EXPENDITURES, AND PERSONNEL. CONCLUSIONS OF EARLIER STUDIES DEALING WITH HEALTH MANPOWER SHORTAGES ARE PRESENTED WITH PREDICTIONS FOR THE FUTURE. THE METHODOLOGY AND FINDINGS OF A PILOT STUDY IN HIRING STANDARDS FOR PARAMEDICAL MANPOWER ARE DISCUSSED WHICH REVEALED THAT HIRING STANDARDS DO NOT REFLECT CONSIDERATION FOR EDUCATIONAL DISADVANTAGES, APPARENT SHORTAGES, OR CHANGES IN JOB CONTENT. A LIST OF EIGHT RECOMMENDATIONS FOR CHANGE PRESENTED TO THE MANPOWER ADMINISTRATION IS INCLUDED. TECHNIQUES USED, FINDINGS, AND CONCLUSIONS ARE REPORTED FOR AN IN-DEPTH STUDY OF A SINGLE HOSPITAL, WHICH FOUND SIGNIFICANT OVERLAP OF FUNCTIONS BY THE DIFFERENT NURSING OCCUPATIONS STUDIED. THE HOSPITALS POSITIVE REACTIONS TO THE REPORTS CONCLUSIONS ARE DESCRIBED. INFORMATION ON THE ESTABLISHMENT OF CMMS, THE CURRENT STUDY ON IMPROVING UTILIZATION OF HEALTH MANPOWER, DISSEMINATION OF RESEARCH FINDINGS, AND FUTURE RESEARCH PLANS IS ALSO PROVIDED. A LIST OF PUBLICATIONS OF CMMS AND A LIST OF SELECTED READINGS CONCLUDE THE REPORT. (AUTHOR/MS)

ERIC: ED114643

4135 RESEARCH AND DEVELOPMENT PROJECT IN WORK EXPERIENCE PROGRAMS. FINAL REPORT.
RHODE ISLAND STATE DEPT. OF EDUCATION, PROVIDENCE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEG-0-74-1720
NOTES: 294P.
PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SURVEYS, HANDICAPPED STUDENTS, MINORITY GROUPS, DISADVANTAGED YOUTH, VOCATIONAL EDUCATION, COOPERATIVE PROGRAMS, MODELS, WORK EXPERIENCE PROGRAMS, RHODE ISLAND

THIS REPORT DESCRIBES THE ACTIVITIES AND ACCOMPLISHMENTS OF A PROJECT TO DEVELOP A MODEL THAT IMPROVES THE ACCESS OF HANDICAPPED, DISADVANTAGED, AND MINORITY STUDENTS IN RHODE ISLAND HIGH SCHOOLS TO VOCATIONAL EDUCATION WORK EXPERIENCE PROGRAMS. TO IMPLEMENT THIS GOAL, NINE SPECIFIC OBJECTIVES WERE DEVELOPED INVOLVING COLLECTING INFORMATION ABOUT EXISTING PROGRAMS AND DEVELOPING AND EVALUATING A MODEL. THE MAJOR PORTION OF THE REPORT (254 PAGES) CONSISTS OF THE APPENDED PRODUCTS OF THE PROJECT. INFORMATION COLLECTED FROM 81 OUT-OF-STATE AND 56 RHODE ISLAND COOPERATIVE PROGRAMS IS SUMMARIZED. THIS INFORMATION IS INTEGRATED INTO THE WORK EXPERIENCE MODEL AS A KEYED RESOURCE GUIDE AND MATRIXES WERE DEVELOPED TO PROVIDE THE READER WITH CROSS REFERENCES BETWEEN THE MODELS OBJECTIVES AND FUNCTIONS AND THEIR PRACTICAL APPLICATION AS FOUND IN EXISTING PROGRAMS. THE PROTOTYPIC WORK EXPERIENCE MODEL DEVELOPED BY THE PROJECT LISTS THE MAJOR GOALS, OBJECTIVES, AND SPECIFIC FUNCTIONS OF AN IDEAL PROGRAM. ATTACHED TO THE PROGRAM MODEL IS A QUESTIONNAIRE, DESIGNED TO OBTAIN RESPONDENTS VIEWS ON THE EXTENT TO WHICH THE PROGRAM CAN BE REALISTICALLY IMPLEMENTED AND THE IMPORTANCE THE RESPONDING PRACTITIONER ATTACHES TO THE RELATED GOALS. THE RESULTS OF A FACE VALIDATION OF THE MODEL ARE APPENDED, ALONG WITH GENERAL INFORMATION ABOUT THE RHODE ISLAND ASSOCIATION OF COOPERATIVE EDUCATORS AND THE COOPERATIVE WORK EXPERIENCE CONFERENCE. (NJ)

AIM/ARM: VT103098

4136 RESEARCH AND DEVELOPMENT PROJECTS. 76
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 294P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF THE ORIGINAL DOCUMENT
ADMINISTRATIVE POLICY, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, GRANTS, INTERNATIONAL RELATIONS, JOB DEVELOPMENT, LABOR FORCE, LABOR MARKET, LOCAL

(CONT.)

4136 GOVERNMENT, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PLANNING, RESEARCH PROJECTS, RESOURCE MATERIALS, SOCIOECONOMIC INFLUENCES, STATE PROGRAMS, UNDEREMPLOYED, UNEMPLOYED, WORK ATTITUDES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

PROJECTS FUNDED BY THE OFFICE OF RESEARCH AND DEVELOPMENT (ORD) OF THE EMPLOYMENT AND TRAINING ADMINISTRATION ARE SUMMARIZED IN THIS DOCUMENT. IT INCLUDES ALL PROJECTS ACTIVE ON SEPTEMBER 30, 1976, AND ALL THOSE COMPLETED BETWEEN JULY 1, 1973 AND SEPTEMBER 30, 1976. IN ADDITION, IT LISTS REPORTS AND OTHER SIGNIFICANT PUBLICATIONS FUNDED BY ORD WHICH WERE RECEIVED DURING THE PREVIOUS TWO FISCAL YEARS. THE PROJECTS AND PUBLICATIONS PRESENTED IN CHAPTERS 1 THROUGH 4 ARE GROUPED BY SUBJECT MATTER. THE FOUR SUBJECT AREAS AND SUBAREAS ARE PROGRAM PLANNING AND ADMINISTRATION (COMPREHENSIVE EMPLOYMENT + TRAINING ACT AGENCY PLANNING; LABOR MARKET AND OTHER INFORMATION SYSTEMS; AGENCY CAPABILITIES; AND RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING), PROGRAMS AND TECHNIQUES (EDUCATION; PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; TRAINING AND APPRENTICESHIP; UPGRADING AND JOB RESTRUCTURING; WELFARE RECIPIENT PROGRAMS; WORKER ASSESSMENT + ORIENTATION; OTHER SUPPORTIVE SERVICES FOR WORKERS/TRAINEES; AND PROGRAMS FOR OTHER UNEMPLOYED), THE LABOR MARKET (LABOR FORCE, LABOR MARKET, LABOR DEMAND--GENERAL; LABOR FORCE, LABOR MARKET--SPECIFIC SECTORS AND COHORTS; EMPLOYER PRACTICES; AND WORKER ATTITUDES), AND ECONOMIC AND SOCIAL POLICIES. INSTITUTIONAL, DOCTORAL DISSERTATION, AND SMALL RESEARCH PROJECT GRANTS ARE LISTED SEPARATELY IN CHAPTER 5. PROJECTS SUPERVISED BY THE DEPARTMENT OF LABORS BUREAU OF INTERNATIONAL LABOR AFFAIRS ARE PRESENTED IN CHAPTER 6. (WL)

ERIC: ED138731

4137 RESEARCH AND INFORMATION ON EMPLOYMENT AND TRAINING LOCAL, STATE AND FEDERAL COMMUNICATIONS, RESULTS AND UTILIZATION. PROCEEDINGS OF A SYMPOSIUM (HERSHEY, PENNSYLVANIA, JUNE 9-10, 1975). 10 JUN 75

FRANCHAK, STEPHEN J., ED.

PENNSYLVANIA STATE BOARD OF EDUCATION, HARRISBURG.

NOTES: 149P.

CONFERENCE REPORTS, DATA ANALYSIS, EDUCATIONAL CHANGE, EDUCATIONAL PLANNING, EMPLOYMENT TRENDS, HIGHER EDUCATION, LABOR MARKET, LABOR SUPPLY, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, POST SECONDARY EDUCATION, PROGRAM DEVELOPMENT, PROGRAM PLANNING, RESEARCH METHODOLOGY, VOCATIONAL EDUCATION, WORKING WOMEN, MANPOWER RESEARCH

THE DOCUMENT CONTAINS THE PROCEEDINGS OF A CONFERENCE ON MANPOWER RESEARCH AT THE FEDERAL, STATE, AND LOCAL LEVELS. TWO PAPERS FROM THE OPENING GENERAL SESSION FOCUS ON THE INTERRELATIONSHIP OF ECONOMIC, DEMOGRAPHIC, AND EDUCATIONAL CHANGES BASED ON ITS EFFECTS ON OCCUPATIONAL EDUCATION. J. C. PETTINGERS KEYNOTE SPEECH PRESENTED ISSUES REGARDING THE RELATIONSHIP BETWEEN EDUCATION AND WORK AND S. L. WOLFBEIN PROVIDED THE CONFERENCE ORIENTATION. THREE CONCURRENT GROUP SESSIONS FOCUSED ON (1) LABOR MARKET DATA AND METHODOLOGY--THREE PAPERS PROVIDING AN OVERVIEW OF BUREAU OF LABOR STATISTICS PROGRAMS (M. H. LEVINE, J. S. CANGIALOSI, N. H. ROSENTHAL), (2) MANPOWER RESEARCH AND INFORMATION FOR VOCATIONAL EDUCATION LESS THAN BACCALAUREATE DEGREE--THREE PAPERS ON THE NEEDS OF INDIVIDUALS AND AGENCIES RESPONSIBLE FOR OCCUPATIONAL EDUCATION AND TRAINING, (K. A. TABLER, M. J. PILOT, G. C. BOERRIGTER), AND (3) MANPOWER RESEARCH AND INFORMATION FOR HIGHER EDUCATION VOCATIONAL AND PROFESSIONAL--FOUR PAPERS ON THE USE OF OCCUPATIONAL SUPPLY/DEMAND DATA AS A CRITICAL VARIABLE FOR DETERMINING PROGRAM OFFERINGS IN HIGHER EDUCATION (G. E. BREHMAN, JR., J. G. KESSLER, W. E. TAOMBS, R. D. NEWTON, H. G. RICHARD). J. L. NORWOODS KEYNOTE SPEECH DISCUSSED OCCUPATIONAL PROJECTIONS FOR THE 1980S. TWO CONCLUDING PAPERS DISCUSSED WOMEN IN THE WORLD OF WORK AND SUMMARIZED THE SYMPOSIUM PROCEEDINGS (M. N. HILTON, S. L. WOLFBEIN). CONFERENCE PARTICIPANTS ARE LISTED. (AUTHOR/EC)

ERIC: ED121987

4138 A RESEARCH BIBLIOGRAPHY IN STOCHASTIC PROGRAMMING, 1955-1975 1976

STANCU, INASIAN I M.; WEST, M.J.

OPERATIONS RESEARCH, VOL.24, NO.6, NOV/DEC 1976, P. 1078-1119. BIBLIOG. 761

BIBLIOGRAPHIES, OPERATIONS RESEARCH, PROGRAMMING, QUANTITATIVE METHODS, STOCHASTIC MODEL

A BIBLIOGRAPHY OF ABOUT 800 PUBLICATIONS COVERING FORMULATION AND MODEL INTERPRETATION, MINIMAX, INFORMATION STRUCTURE, AND APPLICATIONS TO AGRICULTURE, ECONOMIC PLANNING, FINANCE, ASSIGNMENT AND MANPOWER PLANNING, TRANSPORTATION, INVENTORY MODELS, WATER STORAGE, ENERGY MODELS, PRODUCTION, ENGINEERING, DISTRIBUTION, AND DECISION THEORY.

MGMT: OPR76K1078

4139 A RESEARCH CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS ANNUAL PROGRESS REPORT (JULY 1, 1970-JUNE 30, 1971). OCT 71

DUNNETTE, MARVIN D.;CAMPBELL, JOHN P.

MINNESOTA UNIV., MINNEAPOLIS. CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS. OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C.

NOTES: 47P.

RESEARCH AND DEVELOPMENT CENTERS, RESEARCH REVIEWS (PUBLICATIONS), EDUCATIONAL RESEARCH, INCENTIVE SYSTEMS, PERCEPTION, PERSONNEL EVALUATION, MODELS, TESTING, MANPOWER UTILIZATION, MEASUREMENT, PERCEPTUAL MOTOR LEARNING, OCCUPATIONAL GUIDANCE, HUMAN RESOURCES

PRESENTED IN THIS DOCUMENT IS A SUMMARY OF RESEARCH ACTIVITIES AND RESULTS CARRIED OUT UNDER THE CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND EFFECTIVENESS. SUMMARIES ARE PROVIDED THROUGH JUNE 30, 1971 FOR THE FOLLOWING AREAS (1) MOTIVATIONAL AND BEHAVIORAL CONSEQUENCES OF ORGANIZATIONAL INCENTIVE SYSTEMS, (2) SOURCES OF

(CONT.)
4139 VARIATION IN IMPRESSION FORMATION IN INTERPERSONAL PERCEPTION, (3) DEVELOPMENT OF AN INTEGRATED SYSTEM FOR AUDITING-EVALUATING THE PERSONNEL FUNCTION, (4) ABILITY-APTITUDE TESTING, (5) MODELS OF MANPOWER ALLOCATION AND PERSONNEL UTILIZATION, (6) ORGANIZATIONAL STUDIES, (7) PERSONAL VALUE SYSTEMS OF NAVAL OFFICERS, (8) OPTIMAL STRATEGIES FOR MULTIVARIATE PREDICTION AND VARIABLE SUBGROUPING, (9) VOCATIONAL INTEREST MEASUREMENT, (10) PERCEPTUAL-MOTOR LEARNING AND SKILLED BEHAVIOR, AND (11) VOCATIONAL AND EDUCATIONAL SIGNIFICANCE OF GUIDANCE TESTS. (AUTHOR/JS)
AIM/ARM: VT014630

4140 RESEARCH IN APPRENTICESHIP TRAINING, PROCEEDINGS OF A CONFERENCE (MADISON, WISCONSIN, SEPTEMBER 8-9, 1966). 67
BECKMAN, ANN C.; QUIRK, CATHLEEN
NOTES: 201P.
ADVISORY COMMITTEES, APPRENTICESHIPS, CONFERENCES, ECONOMIC STATUS, EMPLOYMENT PROBLEMS, INDUSTRIAL TRAINING, LABOR MARKET, LABOR UNIONS, MINORITY GROUPS, NEGROES, PREVOCATIONAL EDUCATION, PUBLIC POLICY, SKILLED OCCUPATIONS, SPEECHES, TRADE AND INDUSTRIAL EDUCATION, NEW YORK, WISCONSIN
THIRTY-THREE PERSONS PARTICIPATED IN THE RESEARCH CONFERENCE ON APPRENTICESHIP TRAINING COSPONSORED BY THE OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, AND THE CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION, THE UNIVERSITY OF WISCONSIN. THE OBJECTIVES OF THE CONFERENCE WERE TO (1) PRESENT THE FINDINGS OF OBJECTIVE, SCHOLARLY RESEARCH ON APPRENTICESHIPS, (2) PROVIDE BALANCED PARTICIPATION BY BRINGING TOGETHER REPRESENTATIVES FROM UNIVERSITIES, GOVERNMENT, LABOR, AND MANAGEMENT, AND (3) STIMULATE A DIALOGUE AMONG THE VARIOUS GROUPS INTERESTED IN APPRENTICESHIP TRAINING. PAPERS PRESENTED WERE--(1) APPRENTICESHIP IN THE UNITED STATES, LABOR MARKET FORCES AND SOCIAL POLICY, BY D.J. FARBER, (2) APPRENTICESHIPS AND THE AMERICAN LABOR MOVEMENT, BY V.E. JIPIKOWIC, (3) THE PURSUIT OF EXCELLENCE IN APPRENTICESHIP TRAINING, RESEARCH, PROCEDURES, INSTRUMENTS, AND CHALLENGES, BY A.S. DREW, (4) RELATED INSTRUCTION, BASIC PROBLEMS AND ISSUES, BY G. STRAUSS, (5) A STUDY OF REGISTERED JOINT APPRENTICESHIP COMMITTEES IN WISCONSIN BUILDING TRADES, BY A.C. FILLEY, (6) A PERSPECTIVE ON APPRENTICESHIP TODAY, BY HUGH MURPHY, (7) INCREASING APPRENTICESHIP OPPORTUNITIES THROUGH PREEMPLOYMENT TRAINING, BY J.S. MCCAULEY, (8) NATIONAL AND STATE APPRENTICESHIP, 1960-1966, UP TO DATE OR OUT OF DATE, BY F.F. FOLTMAN, (9) NEGRO PARTICIPATION IN APPRENTICESHIP PROGRAMS, BY R. MARSHALL, AND (10) THE NEGRO APPRENTICE TRAINING PROGRAMS, AND TESTING, BY I. KOVARSKY. THE DISCUSSIONS FOLLOWING EACH PRESENTATION ARE INCLUDED. THIS DOCUMENT IS AVAILABLE FOR $3.00 FROM THE CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION, SOCIAL SCIENCE BUILDING, 1180 OBSERVATORY DRIVE, MADISON, WISCONSIN 53706. (HC)
AIM/ARM: VT003555

4141 RESEARCH INTO THE CURRENT PLIGHT OF FARMWORKERS IN THE UNITED STATES. 11 APR 76
THEDINGER, BOB
CATHOLIC DIOCESE OF KANSAS CITY-SAINT JOSEPH, MO.
NOTES: 50P.; PREPARED BY THE SOCIAL ACTION DEPARTMENT
AGRICULTURAL LABORERS, CHILD LABOR, ECONOMICALLY DISADVANTAGED, EDUCATIONAL PROBLEMS, FEDERAL LEGISLATION, FOREIGN WORKERS, HEALTH CONDITIONS, HOUSING DEFICIENCIES, LABOR UNIONS, LOW INCOME GROUPS, MIGRANT WORKERS, RESEARCH, SOCIOECONOMIC BACKGROUND
FARMWORKERS SUFFER FROM THE SAME ECONOMIC AND SOCIAL PROBLEMS AS OTHER POOR PEOPLE BUT TO A GREATER DEGREE. AMONG CLASSES OF THE DISADVANTAGED DESIGNATED FOR SPECIAL FEDERAL ATTENTION, ONLY FARMWORKERS ARE AN OCCUPATIONAL GROUP. THEIR PLIGHT IS UNIQUE BECAUSE IT IS THEIR WORKING CONDITIONS WHICH GIVE RISE TO MOST OF THE OTHER PROBLEMS ENDEMIC TO FARMWORKERS. THEIR PROBLEMS ARISE UNIQUELY FROM THE NATURE OF THEIR WORK, LOW WAGES, SEASONAL WORK, LIMITED COVERAGE UNDER PROTECTIVE LABOR LEGISLATION, INCREASED MECHANIZATION, LACK OF ALTERNATIVE JOB OPPORTUNITIES, FEW MARKETABLE SKILLS, POOR EDUCATION, AND CRITICAL HEALTH AND HOUSING NEEDS. THESE GIVE RISE TO SUCH PROBLEMS AS CHILD LABOR, SHORT LIFE EXPECTANCY, POOR NUTRITION, JOB INSECURITY, INCIDENCE OF DISEASE, INADEQUATE HOUSING, AND POWERLESSNESS. THIS PAPER PRESENTS RESEARCH PERTAINING TO THE CURRENT PLIGHT OF FARMWORKERS. THE RESEARCH COVERS SUCH TOPICS AS THE IMPORTANCE OF MIGRATORY/SEASONAL FARMWORKERS; STATEMENTS FROM THE UNITED STATES CATHOLIC CONFERENCE; THEIR INSUFFICIENT INCOME; GOVERNMENT STATISTICAL INFORMATION; THE MINIMUM WAGE LAW; HOUSING, HEALTH, AND EDUCATION PROBLEMS; PESTICIDES; CHILD AND ALIEN LABOR; LEGISLATIVE EXCLUSIONS; AND THE UNITED FARM WORKERS, AFL-CIO. A LISTING OF FEDERAL PROGRAMS TO HELP MIGRANT/SEASONAL FARMWORKERS IS ALSO GIVEN. (AUTHOR/NQ)
ERIC: ED121513

4142 RESEARCH MANUAL OF THE MANPOWER LABORATORY. FINAL REPORT. NOV 71
MISKIMINS, R. W.; AND OTHERS
COLORADO STATE UNIV., FT. COLLINS. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 209P.
ECONOMICALLY DISADVANTAGED, INTERVIEWS, JOB SKILLS, JOB TENURE, MANPOWER UTILIZATION, MANUALS, MEASUREMENT INSTRUMENTS, QUESTIONNAIRES, VOCATIONAL ADJUSTMENT
THE COLORADO STATE UNIVERSITY MANPOWER LABORATORY HAS FOUND OR CONSTRUCTED THE FORMS, QUESTIONNAIRES, INTERVIEW SCHEDULES, ETC., NECESSARY FOR RESEARCH ON PROBLEMS OF JOB RETENTION AMONG THE ECONOMICALLY DISADVANTAGED. EACH FORM HAS BEEN PRESENTED ACCORDING TO ITS CONTENT, MODE OF ADMINISTRATION, PURPOSE, AND VALIDITY DATA (WHEREVER AVAILABLE). BOTH PRIMARY AND SECONDARY INSTRUMENTS HAVE BEEN INCLUDED. A PRIMARY INSTRUMENT IS ONE THAT IS IN WIDE USAGE BY THE LABORATORY. SECONDARY INSTRUMENTS ARE (1) THOSE WHICH ARE

(CONT.)
4142 NOT IN CURRENT USE BUT WHICH MAY HAVE VALUE IN THE FUTURE, AND (2) THOSE THAT HAVE BEEN USED OR ARE CURRENTLY BEING USED FOR SPECIFIC STUDIES. THE RESEARCH MANUAL IS AN EXPANDING DOCUMENT. AT ANY POINT IN TIME, IT REPRESENTS THE FULL RANGE OF INSTRUMENTATION REQUIRED BY THE LABORATORYS RESEARCH OBJECTIVES. (AUTHOR)
ERIC: ED083379 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 522, MF $1.45, HC $12.50)

4143 RESEARCH ON APPLICATION OF A SELF-ACTUALIZATION PROCESS IN AN ATTEMPT TO IMPROVE EFFORT AND PERFORMANCE IN SELECTED VOCATIONAL PROGRAMS. FINAL REPORT. AUG 74
MOUNT SAN JACINTO COLL., GILMAN HOT SPRINGS, CALIF. CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. RESEARCH COORDINATING UNIT: CALIFORNIA COMMUNITY COLLEGES, SACRAMENTO.
NOTES: 29P.
VOCATIONAL EDUCATION, SELF ACTUALIZATION, COMMUNITY COLLEGES, PERFORMANCE, MOTIVATION, SELF CONCEPT TESTS, CALIFORNIA
THIS DOCUMENT DESCRIBES A STUDY TO INVESTIGATE THE EFFECTS OF THE SELF-ACTUALIZATION BY GROUP PROCESS OF MOTIVATIONAL DEVELOPMENT ON THE ORIENTATIONS AND EDUCATIONAL OUTPUT PERFORMANCE OF STUDENTS IN SELECTED VOCATIONAL CLASSES. A PERSONAL ORIENTATION INVENTORY (POI) WAS ADMINISTERED AS A PRETEST TO ALL SUBJECTS. THE EXPERIMENTAL GROUP THEN RECEIVED THE SELF-ACTUALIZATION BY GROUP PROCESS TRAINING AND THE POI WAS AGAIN ADMINISTERED TO ALL SUBJECTS. THE SINGLE SIGNIFICANT FINDING WAS THAT SELF-ACTUALIZATION TRAINING HAD A POSITIVE RELATIONSHIP TO STUDENTS SELF-ACCEPTANCE (A POSITIVE SELF-CONCEPT). IT WAS RECOMMENDED THAT A LONGITUDINAL STUDY BE DONE TO INCREASE THE CHANCES OF IDENTIFYING MEASURABLE DIFFERENCES, AND THAT AGE BE AMONG THE INDEPENDENT VARIABLES. (LJ)
AIM/ARM: VT101881

4144 RESEARCH ON THE MANAGEMENT TRAINING, AND UTILIZATION OF LOW-APTITUDE PERSONNEL AN ANNOTATED BIBLIOGRAPHY DEC 76
RATLIFF, FORREST R.:EARLES, JAMES A.
AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TEX
NOTES: 4499
MANPOWER UTILIZATION, MILITARY TRAINING, LOW APTITUDE PERSONNEL, 100000 PROJECT, NEW STANDARDS MEN, TRAINING MANAGEMENT, NTISDODXA
THIS REPORT SUMMARIZES THE MANPOWER RESEARCH LITERATURE DESCRIBING THE PERFORMANCE, TRAINING, AND UTILIZATION OF PERSONNEL ENTERING THE ARMED FORCES UNDER REDUCED PHYSICAL AND MENTAL STANDARDS ADOPTED IN 1966. UP TO 100,000 MEN WERE INDUCTED EACH YEAR UNDER THESE NEW STANDARDS DURING THE 1966 THROUGH 1973 TIME PERIOD. MOST OF THESE ACCESSIONS QUALIFIED FOR MILITARY SERVICE UNDER THE REDUCED MENTAL STANDARDS. THE FIRST SECTION OF THE BIBLIOGRAPHY SUMMARIZES RESEARCH IN EACH OF THE MAJOR AREAS OF INVESTIGATION, AND ASSESSES THE CONTRIBUTION TO THE STATE-OF-THE-ART AND THE IMPLICATIONS OF THIS RESOURCE FOR MANAGEMENT. THE SECOND SECTION PROVIDES SUMMARIES OF THE MANPOWER RESEARCH LITERATURE DEALING WITH LOW-APTITUDE PERSONNEL. THE GENERAL FINDINGS IN THE STUDIES DESCRIBED ARE THAT LOW-APTITUDE ACCESSIONS ARE TRAINABLE AND PERFORM SUCCESSFULLY IN A LIMITED NUMBER OF CAREER AREAS. HOWEVER, THEY REQUIRE MORE TIME TO COMPLETE TRAINING AND HAVE SLIGHTLY HIGHER ATTRITION RATES THAN HIGHER APTITUDE ACCESSIONS. AN ADDITIONAL RESULT FOUND IN THE STUDIES IS THAT MILITARY SERVICE IMPACTED FAVORABLY ON POST-SERVICE ADJUSTMENT OF LOW-APTITUDE PERSONNEL. THEY NOT ONLY ACHIEVED A HIGHER EDUCATION LEVEL THAN NON-VETERANS WITH SIMILAR APTITUDES, BUT THEY ALSO ENDED UP IN HIGHER SKILLED, HIGHER PAYING CIVILIAN JOBS.
NTIS: AD-A042 605/6ST NTIS PRICES PC A05/MF A01

4145 RESEARCH ON WOMENS ACQUISITION OF PROFESSIONAL AND LEADERSHIP ROLES. RESEARCH BULLETIN 75-39. DEC 75
LOCKHEED, MARLAINE E., ED.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J.
NOTES: 146P.: PROCEEDINGS OF THE AERA/SIG RESEARCH ON WOMEN SYMPOSIUM, SOCIALIZATION INTO PROFESSIONAL ROLES, PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (WASHINGTON, D.C., 1975)
COMPARATIVE ANALYSIS, EQUAL OPPORTUNITIES (JOBS), FEMALES, HIGHER EDUCATION, JOB PLACEMENT, LEADERSHIP, MEDICAL EDUCATION, PEER RELATIONSHIP, ROLE MODELS, ROLE PERCEPTION, SEX DISCRIMINATION, SEX ROLE, SOCIALIZATION, SOCIAL SCIENCE RESEARCH, WOMENS STUDIES, WORKING WOMEN
THE PROCEEDINGS OF A SYMPOSIUM SPONSORED BY THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (AERA) SPECIAL INTEREST GROUP ON RESEARCH ON WOMEN ARE COMPILED. THE SYMPOSIUM FOCUSED ON EXAMINING THE FACTORS WHICH CONTRIBUTE TO LOW INCIDENCE OF WOMEN IN BOTH PROFESSIONAL AND LEADERSHIP ROLES. SIX PAPERS PRESENT RESEARCH GATHERED FROM CROSS-CULTURAL, CROSS-INSTITUTIONAL, INTRA-INSTITUTIONAL, AND PEER INTERACTION ANALYSIS. THE FIRST THREE PAPERS ANALYZE SEX ROLES AND EQUALITY BETWEEN THE SEXES. THE FINAL THREE PAPERS FOCUS ON HOW PEER INTERACTION SOCIALIZES MALES AND FEMALES TO PLAY DIFFERENT WORK ROLES. IN EACH CASE, THE PAPERS IDENTIFY A PROCESS WHEREBY WOMEN ARE DISCOURAGED FROM PURSUING GOALS AND THEY SEEK TO IDENTIFY SOURCES OF CHANGE. THE TITLES AND AUTHORS ARE (1) SEX ROLE SOCIALIZATION PATTERNS IN SELECTED SOCIETIES BY CONSTANTINA SAFILIOS-ROTHSCHILD: (2) SEX AND DISCIPLINE DIFFERENCES IN PROFESSIONAL SOCIALIZATION BY LUCY W. SELLS: (3) SOCIALIZATION OF SEX ROLES IN THE COUNSELING SETTING BY JOHANNA SHAPIRO: (4) PERCEPTIONS OF FRESHWOMEN DENTAL AND MEDICAL STUDENTS BY THEIR FRESHMEN PEERS BY HAROLD H. FRANK AND AARON HONORI KATCHER: (5) SEX STATUS IN TEACHER GROUPS BY KATHERINE PATTERSON HALL: AND (6) THE MODIFICATION OF FEMALE LEADERSHIP BEHAVIOR IN THE

(CONT.)
4145 PRESENCE OF MALES BY MARLAINE E. LOCKHEED. (AUTHOR/ND)
ERIC: ED133253

4146 RESEARCH REPORT, 1965-1966. SEP 66
WILSON, RICHARD C.
NOTES: 27P.
CURRICULUM DEVELOPMENT, EDUCATIONAL RESEARCH, LITERATURE REVIEWS, OCCUPATIONAL SURVEYS, RESEARCH PROJECTS, SCHOOL SURVEYS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, CONNECTICUT, HARTFORD
STATE STAFF, LOCAL GUIDANCE COUNSELORS, AND COLLEGE AND UNIVERSITY PERSONNEL OF CONNECTICUT CONDUCTED 32 VOCATIONAL RESEARCH STUDIES. EACH IS SUMMARIZED TO INCLUDE PROJECT NUMBER, PRINCIPAL INVESTIGATOR, PROJECT CONSULTANT, PURPOSE OF STUDY, SOURCE OF DATA, AND FINDINGS AND CONCLUSIONS. SOME STUDIES ARE PRESENTLY IN PROGRESS. THEY INCLUDE--(1) GRADUATE FOLLOWUPS OF VOCATIONAL AND TECHNICAL SCHOOLS, (2) A STUDY OF THE ROLE OF DATA PROCESSING IN VOCATIONAL EDUCATION, (3) A REPORT ON STUDENT ADMISSION TO AREA VOCATIONAL SCHOOLS, (4) SURVEYS OF MANPOWER NEEDS IN THE FISHERIES OCCUPATIONS, AIR CONDITIONING AND REFRIGERATION INDUSTRY, AND HOSPITALS IN CONNECTICUT, (5) A SURVEY OF HEALTH OCCUPATIONS CURRICULUMS, (6) DEVELOPMENT OF A CURRICULUM FOR NONFARM AGRICULTURAL EMPLOYMENT IN CONNECTICUT, (7) A STUDY OF BEGINNING OFFICE WORKERS IN CONNECTICUT, AND (8) A SURVEY OF TRAINING NEEDS IN CONNECTICUT PLASTICS INDUSTRIES. (PS)
AIM/ARM: VT002332

4147 RESEARCH VISIBILITY EDUCATING WOMEN FOR THE WORLD OF WORK. DEC 70
BRANDON, GEORGE L., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-7-070633
AMERICAN VOCATIONAL JOURNAL;V45 N9 P33-48 DEC 1970
NOTES: 16P.
ANNOTATED BIBLIOGRAPHIES, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, LABOR FORCE, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, RESEARCH REVIEWS (PUBLICATIONS), VOCATIONAL EDUCATION, WORKING PARENTS, WORKING WOMEN
THE 11 RESEARCH REPORTS ARE REVIWED UNDER THESE TOPICS (1) THE SITUATION IN THE UNITED STATES, WHICH REVIEWS REPORTS OF THE LABOR FORCE ACTIVITY OF MARRIED WOMEN, STUDY OF DUAL CAREERS, WOMEN IN JUNIOR COLLEGE, AND ATTAINMENT VERSUS EXPECTATIONS OF WOMEN, (2) THE SITUATION IN ENGLAND AND FRANCE, AND (3) NEW IDEAS AND PROGRAMS FOR WOMEN, WHICH REVIEWS REPORTS OF OLDER WOMEN IN THE WHITE COLLAR LABOR FORCE, PROGRAMS FOR HOME ECONOMICS RELATED OCCUPATIONS, CONTINUING EDUCATION PROGRAMS FOR WOMEN, AND OPPORTUNITIES FOR WOMEN IN SKILLED TRADES. PLAIN TALK, A CONTINUING COLUMN BY THE EDITOR, DISCUSSES INTERESTS AND PLANS OF THE NATIONAL CENTER FOR EDUCATIONAL STATISTICS, A SEQUEL TO A CONVERSATION WITH LYNDA, SUGGESTIONS FROM THE POSTSECONDARY OCCUPATIONAL EDUCATION SEMINAR, AND REASONS WHY WOMEN WORK. AN ADDITIONAL 22 STUDIES ARE CITED IN THE BIBLIOGRAPHY AND ORDERING INFORMATION IS INCLUDED. (SB)
ERIC: ED045849

4148 RESEARCH VISIBILITY MANPOWER RESEARCH. SEP 69
BRANDON, GEORGE L., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL EDUCATION RESEARCH.
GRANT NO. OEG-2-7-070633
AMERICAN VOCATIONAL JOURNAL V44 N6 P34-48 SEP 1969
NOTES: 16P.
BIBLIOGRAPHIES, EDUCATIONAL RESEARCH, MANPOWER DEVELOPMENT, MANPOWER NEEDS, RESEARCH REVIEWS (PUBLICATIONS), USE STUDIES, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT
THIRTEEN RESEARCH REVIEWS IN THIS ISSUE PERTAIN TO MANPOWER RESEARCH ORGANIZED UNDER THESE TOPICS (1) MANPOWER AND YOUTH, TREATING YOUTH UNEMPLOYMENT AND THE YOUTH LABOR MARKET, (2) MANPOWER NEEDS, INCLUDING AN ANALYSIS OF MANPOWER RESEARCH SINCE WORLD WAR II, HEALTH MANPOWER PLANNING, THE SHORTAGE OF SKILLED AND TECHNICAL WORKERS, A PROJECTION OF MANPOWER NEEDS, AND EMPLOYMENT REQUIREMENTS FOR ENTRY LEVEL OCCUPATIONS, AND (3) MANPOWER DEVELOPMENT, DISCUSSING THE ROLE OF THE COMMUNITY RESOURCE PERSON, FEDERAL TRAINING AND WORK PROGRAMS, THE IMPACT OF LICENSING ON JOB ENTRY, AND A PROJECT IN WHICH UNEMPLOYED AND UNDEREMPLOYED PERSONS WERE TRAINED FOR SKILLED JOBS IN INDUSTRY. PLAIN TALK, A CONTINUING COLUMN BY THE AUTHOR, STRESSES THE IMPORTANCE OF VOCATIONAL EDUCATORS MAKING PUBLIC A PROFESSIONAL STAND ON MANPOWER AND ITS IMPORTANCE IN EDUCATION. FOURTEEN POLICY PAPERS ARE RECOMMENDED AS MUST READING FOR VOCATIONAL EDUCATORS. THE BIBLIOGRAPHY LISTS 26 RELATED STUDIES. A RESEARCH VISIBILITY READERSHIP STUDY REPORTS FREQUENCY OF READING, FEATURES OF PARTICULAR INTEREST, UTILIZATION OF INFORMATION, AND DOCUMENTS AND PUBLICATIONS ORDERED FROM REPORTS LISTED. (DM)
ERIC: ED032429

4149 RESEARCH, DEVELOPMENT, AND DEMONSTRATION IN ADULT TRAINING AND RETRAINING. FINAL REPORT. SEP66
KAUFMAN, JACOB J.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK.
CONTRACT NO. OEC-5-10-263
NOTES: 256P.
ACTION PROGRAMS (COMMUNITY), ADULT EDUCATION, COMMUNITY PROBLEMS, COMMUNITY SERVICE PROGRAMS, DISADVANTAGED ENVIRONMENT, EMPLOYMENT OPPORTUNITIES, HUMAN RESOURCES, JOB

(CONT.)
4149 TRAINING, REGIONAL COOPERATION, VOCATIONAL EDUCATION, YOUTH PROGRAMS, MON YOUGH COMMUNITY ACTION COMMITTEE, PENNSYLVANIA, UNIVERSITY PARK
A COOPERATIVE COMMUNITY ACTION PROGRAM WAS INITIATED AND DEVELOPED IN THE MON-YOUGH REGION OF ALLEGHENY COUNTY, PENNSYLVANIA, TO CORRECT SOCIAL AND ECONOMIC NEEDS THROUGH COMPREHENSIVE ADULT TRAINING, RETRAINING, AND EMPLOYMENT PROJECTS. THE MON-YOUGH COMMUNITY ACTION COMMITTEE WAS FORMED THROUGH THE COOPERATIVE EFFORTS OF THE PENNSYLVANIA STATE UNIVERSITY, THE U.S. OFFICE OF EDUCATION, AND A NUMBER OF REGIONAL ORGANIZATIONS. A SERIES OF SEMINARS WAS CONDUCTED TO DETERMINE HOW THE HUMAN RESOURCES OF THE AREA COULD BE DEVELOPED AND USED EFFECTIVELY. PRODUCTS OF THIS EFFORT WERE . SEVERAL NEW COMMUNITY PROJECTS, DEALING WITH SUCH PROBLEMS AS (1) OCCUPATIONAL UTILIZATION OF YOUTH, (2) EDUCATION VERSUS SKILL TRAINING FOR DROPOUTS, (3) ECONOMIC EVALUATION OF VOCATIONAL EDUCATION, (4) COST-BENEFIT ANALYSIS OF VOCATIONAL EDUCATION, (5) DEVELOPMENT OF LABOR-COMMUNITY SPECIALISTS, (6) USE OF LABOR MARKET INFORMATION BY UNEMPLOYED WORKERS, AND (7) DEMONSTRATION OF OCCUPATIONAL EDUCATION AND TRAINING. IN ADDITION, A RESEARCH GUIDE WAS DEVELOPED TO SYSTEMATICALLY IDENTIFY URGENT PRIORITIES FOR RESEARCH IN OVERALL AREA DEVELOPMENTS IN HUMAN RESOURCES. (JH)
ERIC: ED010495

4150 RESERVATION WAGE RULES AND LEARNING BEHAVIOR 1977
SANT, D.T.
REVIEW OF ECONOMICS AND STATISTICS, VOL.59, NO.1, FEB 1977, P. 43-49. BIBLIOG. 21
ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, QUANTITATIVE METHODS, SUPPLY AND DEMAND, UNEMPLOYMENT, UTILITY FUNCTION, WAGES
A SEARCH MODEL FOR LABOR MARKETS IS DEVELOPED TO EXAMINE RESERVATION WAGE MOVEMENTS WHICH DETERMINE THE EMPLOYMENT ACCEPTANCE PROCESS. THE HYPOTHESIS OF MONOTONICALLY DECLINING RESERVATION WAGES IS REJECTED.
MGMT: RES7730043

4151 RESIDENCE, EMPLOYMENT, AND MOBILITY OF PUERTO RICANS IN NEW YORK CITY. RESEARCH PAPER NO. 151. 74
ROSENBERG, TERRY J.
CHICAGO UNIV., ILL. DEPT. OF GEOGRAPHY.
NOTES: 232P.
ACCULTURATION, CENSUS FIGURES, EMPLOYMENT OPPORTUNITIES, FAMILY MOBILITY, HOUSING DISCRIMINATION, MINORITY GROUPS, OCCUPATIONAL MOBILITY, PUERTO RICANS, RELOCATION, RESEARCH METHODOLOGY, RESIDENTIAL PATTERNS, SOCIAL MOBILITY, SURVEYS, URBAN POPULATION, NEW YORK, NEW YORK CITY
THIS STUDY RELATES THE RESIDENTIAL SEGREGATION OR GHETTOIZATION OF THE PUERTO RICAN POPULATION IN NEW YORK CITY TO THE EMPLOYMENT OPPORTUNITIES, MOBILITY AND ASSIMILATION OF THE MINORITY. BOTH ECOLOGICAL AND INDIVIDUAL LEVEL APPROACHES ARE UTILIZED TO INVESTIGATE THREE BASIC QUESTIONS (1) WHAT ARE THE MECHANISMS OF THE INFLUENCE OF GHETTO RESIDENCE ON THE EMPLOYMENT, MOBILITY AND ASSIMILATION OF PUERTO RICANS IN NEW YORK CITY (2) ARE THERE AGE, SEX, EDUCATIONAL, ETC. DIFFERENCES IN THE EFFECTS OF GHETTO RESIDENCE ON THE EMPLOYMENT, MOBILITY AND ASSIMILATION OF NEW YORKS PUERTO RICANS (3) DO THE JOURNEY-TO-WORK AND RESIDENTIAL MIGRATION EXPERIENCES OF UPWARDLY-MOBILE PUERTO RICANS DEMONSTRATE MEANS OF OVERCOMING THE NEGATIVE INFLUENCES OF RESIDENTIAL SEGREGATION THREE BASIC DATA SETS ARE USED IN THE STUDY, EACH WITH PARTICULAR STRENGTHS AND WEAKNESSES. FIRST OF ALL WE CONSIDER A SELECTED GROUP OF TRACTS FROM THE 1960 CENSUS OF THE NEW YORK SMSA. A SECOND DATA SET, TAKEN FROM THE 1968-69 NEW YORK URBAN EMPLOYMENT SURVEY, ALLOWS THE EXAMINATION OF THE NEGATIVE INFLUENCES OF RESIDENTIAL SEGREGATION ON AN INDIVIDUAL LEVEL. FINALLY, THE JOURNEY-TO-WORK PATTERNS AND THE RECENT RESIDENTIAL MOBILITY EXPERIENCES OF A GROUP OF FAMILIES FROM A CATHOLIC PARISH IN THE BRONX ARE EXAMINED IN A THIRD PART OF THE STUDY. (AUTHOR/JM)
ERIC: ED102233 UNIV. OF CHICAGO, DEPT. OF GEOGRAPHY, 5828 S. UNIVERSITY AVENUE, CHICAGO, ILLINOIS 60637 ($5.00, PAPER)

4152 RESIDENTIAL DEVELOPMENT CONTROLS AND PATTERNS, 1973 31 MAR 73
LOWER PIONEER VALLEY REGIONAL PLANNING COMMISSION, WEST SPRINGFIELD, MASS.
NOTES: HUD-MA-01-06-1019A
REGIONAL PLANNING, HOUSING LEGISLATION, MASSACHUSETTS, UPCO
THE REPORT REVIEWS MUNICIPAL ZONING AND SUBDIVISION REGULATIONS, AND PRESENTS MASTER PLANS DIRECTED TO DETERMINING THEIR EFFECT ON THE DEVELOPMENT OF A WIDE RANGE OF HOUSING TYPES. RESIDENTIAL LOCATIONAL CONSIDERATIONS INCLUDE EMPLOYMENT OPPORTUNITIES, JOB TRAINING FACILITIES, COMMUNITY SERVICES, AND OUTDOOR RECREATION. ADDITIONALLY, CHAPTER 774 LEGISLATION, HIGHWAY CONSTRUCTION, WATER AND SEWER PROJECTED DEVELOPMENT AND THE EXISTING AND PROJECTED POPULATION AND REQUIRED HOUSING NEEDS ARE CONSIDERED. ADDITIONAL HOUSING NEEDS TO THE YEAR 1990 ARE PROVIDED FOR THE REGION AND SUBAREAS ALONG WITH PROJECTED ACREAGE REQUIREMENTS.
NTIS: PB-231 381/5 NTIS PRICES PC$3.75/MF$1.45

4153 RESIDENTIAL SHIFTS AND ETHNICITY A STUDY OF ADJUSTMENT OF HOUSEHOLD HEADS RECENTLY MOVED FROM FARMS TO SMALL TOWNS IN CENTRAL ARIZONA. 21 AUG 75
LEONARD, OLEN E.
NOTES: 16P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY (SAN FRANCISCO, CALIFORNIA, AUGUST 21-24, 1975)
ACADEMIC ACHIEVEMENT, ADJUSTMENT (TO ENVIRONMENT), AMERICAN INDIANS, ANGLO AMERICANS, ATTITUDES, CAREER CHANGE, FARMERS, MEXICAN AMERICANS, MIGRANTS, NEGROES, RELOCATION, SOCIOECONOMIC INFLUENCES, ARIZONA

(CONT.)

4153 THE STUDY SURVEYED THE MAGNITUDE OF THE ADJUSTMENT PROCESS FOR A SAMPLE OF ANGLO, MEXICAN AMERICAN, BLACK, AND AMERICAN INDIAN FAMILIES THAT HAD RECENTLY SHIFTED THEIR RESIDENCES FROM FARMS TO SMALL TOWNS IN THE WESTERN, IRRIGATED SECTIONS OF PINAL COUNTY, ARIZONA. DATA WERE OBTAINED FROM 374 (78 ANGLO, 102 BLACK, 98 MEXICAN AMERICAN, AND 96 INDIAN) MALE HEADS OF UNBROKEN HOUSEHOLDS, UNDER 60 YEARS OF AGE, ABLE TO WORK, WHO HAD LIVED IN THE COUNTY FOR 12 MONTHS OR LONGER, AND WERE EMPLOYED AS FARM WORKERS OR HAD BEEN SO EMPLOYED WITHIN THE PAST 10 YEARS. ANALYSIS INVOLVED CROSS CLASSIFICATION OF DATA INTO NUMEROUS CONTINGENCY TABLES AS WELL AS SCALES AND INDEXES. SCALES UTILIZED INVOLVED (1) MATERIAL POSSESSIONS, (2) THE AWARENESS OF INFORMANTS OF CERTAIN LOCAL ORGANIZATIONS AND ACTIVITIES, AND (3) STATEMENTS CONCERNING SATISFACTION WITH THE URBAN ENVIRONMENT AND ITS CORRELATES AS THEY HAD EXPERIENCED THEM. AMONG THE FINDINGS WERE (1) ATTITUDES OF BLACKS AND ANGLOS WERE MORE CLOSELY RELATED TO EACH OTHER THAN TO THE OTHER GROUPS; (2) RELATIVELY MORE MEXICAN AMERICANS AND INDIANS REMAINED IN FARMWORK AFTER MOVING INTO THE TOWNS; AND (3) MEXICAN AMERICANS DEMONSTRATED A HIGHER LEVEL OF SATISFACTION WITH THEIR NEW RESIDENCE EVEN THOUGH THEY WERE STILL CONCENTRATED IN FARM OCCUPATIONS. (NQ)
ERIC: ED111551

4154 RESISTANCE TO CHANGE, EARLY RETIREMENT AND MANAGERIAL DECISIONS W 74
POLLMAN, A. WILLIAM;JOHNSON, ALTON C.
INDUSTRIAL GERONTOLOGY;1;1;33-41
OLDER ADULTS, LEARNING MOTIVATION, VOCATIONAL ADJUSTMENT, RETIREMENT, ADJUSTMENT PROBLEMS, PERSONNEL MANAGEMENT
ALTHOUGH OLDER PERSONS TEND TO HAVE MORE DIFFICULTIES IN LEARNING SITUATIONS THAN YOUNGER PEOPLE, QUESTIONNAIRES COMPLETED BY UNITED AUTO WORKERS UNION MEMBERS BETWEEN THE AGE OF 60 AND 65 INDICATED THEY WERE ABLE TO ADJUST TO EMPLOYMENT CHANGES WHEN PROPERLY MOTIVATED AND TRAINED. (AG)
ERIC: EJ092328

4155 RESISTOR WINDER (ELEC. EQUIP.) 724.884--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RESISTORS (ELECTRICAL EQUIPMENT)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063412

4156 RESOLVING THE MANPOWER PARADOX WORKERS WITHOUT JOBS JOBS WITHOUT WORKERS. STATE OF NEW YORK--LEGISLATIVE DOCUMENT (1969)--NUMBER 84. JUN 69
NEW YORK STATE SENATE, ALBANY.
NOTES: 132P.
DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, UNEMPLOYED, VOCATIONAL EDUCATION
THIS REPORT CULMINATES 2 YEARS OF A MAJOR POLICY INQUIRY INTO NEW YORKS MANPOWER PROBLEMS BY THE STATE SENATES SPECIAL SENATE COMMITTEE ON MANPOWER. PART ONE GIVES DATA SHOWING UNEMPLOYMENT BY OCCUPATION, RACE, EDUCATION, AND PLACE OF RESIDENCE. THE EFFECTS ON THE DISADVANTAGED OF CHANGING EMPLOYMENT PATTERNS ARE DEMONSTRATED, AND VARIOUS MANPOWER PROGRAMS ARE EVALUATED. PART TWO DISCUSSES THE IMPLICATIONS OF THESE FINDINGS FOR WELFARE, UNEMPLOYMENT INSURANCE, AND MANPOWER DEVELOPMENT PROGRAMS. FOR POLICY AND PLANNING THE COMMITTEE RECOMMENDS A CENTRAL MANPOWER ADVISORY BOARD COMPOSED OF INDUSTRY, LABOR, ACADEMIC, AND GOVERNMENT EXPERTS CAPABLE OF FORMULATING A COMPREHENSIVE MANPOWER DEVELOPMENT PLAN. POLICY SHOULD CONCENTRATE ON MAKING EMPLOYMENT MORE ATTRACTIVE THAN WELFARE, AND IMPROVING THE STRUCTURAL IMBALANCE OF THE LABOR MARKET BY IMPROVING THE SKILLS OF SURPLUS MANPOWER AND OFFERING A LABOR EXCHANGE TO IMPROVE MOBILITY. AN INDEPENDENT AND PERMANENT SOURCE OF FUNDS IS NEEDED TO SUPPLEMENT STATE AND FEDERAL FUNDS AND MIGHT BE ACQUIRED THROUGH A SPECIAL UNEMPLOYMENT INSURANCE TAX PAYABLE BY THE EMPLOYER AS AN INVESTMENT IN A MORE EFFECTIVE EMPLOYMENT SERVICE PROGRAM. (BH)
ERIC: ED042892

4157 A RESOURCE GUIDE FOR COOPERATIVE WORK EXPERIENCE PROGRAMS. 75
NIXON, WILLIAM J., JR.
RHODE ISLAND STATE DEPT. OF EDUCATION, PROVIDENCE. BUREAU OF TECHNICAL ASSISTANCE.

(CONT.)
4157 RHODE ISLAND STATE DEPT. OF EDUCATION, PROVIDENCE. DIV. OF DEVELOPMENT AND OPERATIONS.
BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1710
NOTES: 239P.: TWO RHODE ISLAND PROGRAM DESCRIPTIONS WILL NOT REPRODUCE WELL DUE TO FAINT TYPE
ABSTRACTS, COOPERATIVE EDUCATION, DISADVANTAGED YOUTH, EDUCATIONAL OBJECTIVES, HANDICAPPED STUDENTS, MATRICES, MINORITY GROUPS, MODELS, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS, RESOURCE GUIDES, SECONDARY EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, RHODE ISLAND, UNITED STATES
THIS RESOURCE GUIDE IS DESIGNED TO PROVIDE THE READER WITH INFORMATION ABOUT WORK EXPERIENCE PROGRAMS IN RHODE ISLAND AND OTHER STATES. THE FIRST SECTION CONSISTS OF A PROTOTYPIC MODEL (WHICH WAS DEVELOPED IN COOPERATION WITH EDUCATORS AND OTHER PERSONNEL CONCERNED WITH WORK EXPERIENCE PROGRAMS) FOR MAKING WORK EXPERIENCE-BASED VOCATIONAL EDUCATION PROGRAMS MORE RESPONSIVE AND ACCESSIBLE TO SECONDARY SCHOOL STUDENTS INCLUDING THE HANDICAPPED, DISADVANTAGED, AND MINORITY POPULATIONS. DESIGNED TO SERVE AS A PLANNING TEMPLATE FOR THE FUTURE, THE MODEL CONSISTS OF FIVE PROGRAM GOALS, THEIR NARROWER OBJECTIVES, AND FUNCTIONS TO BE PERFORMED IN MEETING EACH OBJECTIVE. A MATRIX DESIGNED TO PROVIDE THE READER WITH A CROSS REFERENCE BETWEEN THE MODELS OBJECTIVES AND FUNCTIONS AND THEIR PRACTICAL APPLICATION AS FOUND IN THE ABSTRACTS OF VARIOUS EXISTING WORK EXPERIENCE PROGRAMS MAKES UP THE SECOND SECTION OF THE GUIDE. IT IS INTENDED FOR USE ON DEVELOPING OR REDEVELOPING PROGRAMS TO MEET PARTICULAR OBJECTIVES AND FUNCTIONS OF THE PROTOTYPIC MODEL. THE THIRD SECTION CONSISTS OF ABSTRACTS OF 56 EXISTING RHODE ISLAND WORK EXPERIENCE PROGRAMS AND 81 PROGRAMS IN OPERATION IN OTHER STATES. EACH INCLUDES SPONSORING AGENCY, PROGRAM TITLE, PROGRAM DIRECTOR, GRADE LEVEL OR POPULATION SERVED, AND A BRIEF PROGRAM DESCRIPTION. (HO)
ERIC: ED131227

4158 RESOURCES FOR TRAINING PUBLIC ASSISTANCE/VOCATIONAL REHABILITATION PA/VR POLICIES AND PRACTICES FOR VOCATIONAL REHABILITATION OF DISABLED PUBLIC ASSISTANCE CLIENTS. MAR 73
INSTITUTE FOR THE CRIPPLED AND DISABLED, NEW YORK, N.Y. RESEARCH UTILIZATION LAB.
SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 136P.: FOR RELATED DOCUMENT, SEE CE 005 651
CASEWORKERS, CONFERENCE REPORTS, COOPERATIVE PROGRAMS, COUNSELORS, COUNSELOR TRAINING, EDUCATIONAL PROGRAMS, FEDERAL PROGRAMS, INSTRUCTIONAL MATERIALS, PHYSICALLY HANDICAPPED, PUBLIC SUPPORT, REHABILITATION COUNSELING, REHABILITATION PROGRAMS, SOCIAL WORKERS, STATE AGENCIES, STATE PROGRAMS, VOCATIONAL REHABILITATION
THE REPORT OF A NATIONAL CONFERENCE TO PRESENT MATERIAL FOR TRAINING PUBLIC ASSISTANCE AND VOCATIONAL REHABILITATION STAFFS IN COOPERATIVE EFFORTS TO ENABLE DISABLED RECIPIENTS OF PUBLIC ASSISTANCE TO BECOME SELF-SUPPORTING IS DIVIDED INTO TWO MAIN PARTS. THE FIRST PART DEALS WITH PUBLIC ASSISTANCE/VOCATIONAL REHABILITATION (PA/VR) POLICIES AND PRACTICES AND INCLUDES MATERIAL ON THE MARYLAND PA/VR PROJECT, JOINT SERVICES, USE AND DESIGN OF THE JOINT FORM, OTHER COOPERATIVE MEASURES, CASE FINDING, AND JOB PLACEMENT. THE SECOND PART, BARRIERS AND ISSUES, COVERS THE FOLLOWING SUBJECTS BEHAVIOR DISORDERS, CHILD CARE SERVICES, IMPLICATIONS OF THE WORK INCENTIVE PROGRAM (WIN), JOINT CASE COUNSELING AND REPORTING, AND PROGRAM ASSESSMENT. INFORMAL SURVEYS AND DISCUSSIONS CARRIED OUT BY A PLANNING COMMITTEE OF FEDERAL, STATE, AND LOCAL LEADERS AND RESEARCH UTILIZATION LABORATORY STAFF IDENTIFIED TRAINING NEEDS FROM WHICH SPECIALISTS DRAFTED MATERIALS FOR THE CONFERENCE. APPENDED MATERIAL (46 PAGES) INCLUDES CONFERENCE AGENDA AND PARTICIPANT LIST; CHART OF FEDERAL ALLOCATION FOR SOCIAL SERVICES; EXAMPLES OF JOINT FORMS; SCREENING, SELECTION, AND REFERRAL PROCEDURES; INCOME DISREGARDS;WIN MATERIALS; LIST OF PA/VR TRAINING MATERIALS; PROPOSED OUTLINE FOR JOINT TRAINING; INSTRUCTIONS FOR PREPARING A SLIDE TAPE PROGRAM; VR PUBLIC INFORMATION; AND GUIDELINES FOR WORKING WITH NEWS MEDIA. (NTIS)
ERIC: ED115942 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-243-197; MF $2.25; HC-$5.75)

4159 RESPONDENT CODING OF OCCUPATION 1975
ECKHARDT, K.W.; WENGER, D.E.
PUBLIC OPINION QUARTERLY, VOL.39, NO.2, SUMMER 1975, P. 246-254. BIBLIOG. 9
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, JOB ANALYSIS, JOB DESCRIPTION, JOB PERFORMANCE, LABOR FORCE, SURVEY, WOMEN IN BUSINESS
RESPONDENTS WILL CODE THEIR OWN OCCUPATIONS IN A WAY SIMILAR TO EXPERT CODERS. THE LOWER AGREEMENT OCCURS FOR RESPONDENTS WITH EXPERT - CLASSIFIED UNSKILLED OCCUPATIONS AND CODING OF SPOUSES OCCUPATION.
MGMT: PO075P0246

4160 THE RESTRAINTS ON CARTERS ECONOMIC POLICY 1977
BUSINESS WEEK, NO.2467, JAN 24, 1977, P. 62-66.
ECONOMIC GROWTH, ECONOMIC POLICY, ECONOMIC RECOVERY, ECONOMICS, GNP, GOALS AND OBJECTIVES, INCENTIVES, PUBLIC ADMINISTRATION, TAX CUT, TAX REFORM, UNEMPLOYMENT
EXAMINES THE COMPLEXITIES OF THE CARTER ADMINISTRATIONS PLAN TO ACHIEVE CONTROLLED STIMULATION WHILE LAYING THE GROUNDWORK FOR A CUTBACK IN THE GOVERNMENT BUDGET AND SHARE OF THE GNP.
MGMT: BW577A2462

4151 RESTRUCTURED NEIGHBORHOOD YOUTH CORPS OUT-OF-SCHOOL PROGRAM IN URBAN AREAS. DEPARTMENT OF LABOR. REPORT TO THE CONGRESS. 2 APR 74
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 46P.
CASE STUDIES, COMMUNITY AGENCIES (PUBLIC), DROPOUT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, OUT OF SCHOOL YOUTH, PROGRAM EVALUATION, URBAN YOUTH, WORK EXPERIENCE PROGRAMS, ALABAMA, CALIFORNIA, NEIGHBORHOOD YOUTH CORPS, OHIO, PENNSYLVANIA, TEXAS
IN JANUARY 1970, THE DEPARTMENT OF LABOR RESTRUCTURED ITS NEIGHBORHOOD YOUTH CORPS (NYC) OUT-OF-SCHOOL PROGRAM AND MADE AGE LIMITS FOR ENTERING THE PROGRAM MORE RESTRICTIVE. EDUCATION, SKILL TRAINING, AND WORK EXPERIENCE WERE EMPHASIZED. THE RESTRUCTURED NYC-2 PROGRAM WAS CARRIED OUT IN URBAN OR GROWTH AREAS, BUT THE ORIGINAL NYC-1 PROGRAM WAS CONTINUED IN THE REMAINING LOCATIONS IN THE COUNTRY. TO TEST WHETHER THE DEPARTMENTS RESTRUCTURING HAD IMPROVED THE PROGRAM, THE GENERAL ACCOUNTING OFFICE (GAO) REVIEWED FIVE NYC-2 PROJECTS IN BIRMINGHAM, CLEVELAND, PHILADELPHIA, SAN ANTONIO, AND SAN FRANCISCO. IN 1969 GAO REPORTED TO THE CONGRESS THAT THE NYC INITIAL OUT-OF-SCHOOL PROGRAM WAS ESSENTIALLY A WORK EXPERIENCE PROGRAM SERVING AS A TEMPORARY HOLDING ACTION UNTIL ENROLLEES COULD FIND BETTER JOBS OR SECURE TRAINING THROUGH OTHER FEDERAL OR LOCAL PROGRAMS. GAO QUESTIONED THE NEED FOR THE OUT-OF-SCHOOL PROGRM OPERATED AT THAT TIME BECAUSE OF THE AVAILABILITY OF OTHER PROGRAMS TO MEET ENROLLEES NEEDS. THE RESTRUCTURED OUT-OF-SCHOOL PROGRAM OBJECTIVES WERE TO PLACE ENROLLEES IN SUITABLE JOBS, ADVANCED TRAINING, OR FURTHER EDUCATION AFTER THEY LEAVE THE PROGRAM. COMMUNITY SPONSORS, SUCH AS PUBLIC OR PRIVATE NONPROFIT AGENCIES, PLAN, ADMINISTER, COORDINATE, AND EVALUATE THE PROGRAM. (AUTHOR/JM)
ERIC: ED094051 U.S. GENERAL ACCOUNTING OFFICE, ROOM 6417, 441 G STREET, N.W., WASHINGTON, D.C. 20498 (B-130515, $1.00)

4152 RESTRUCTURING PARAMADICAL OCCUPATIONS. FINAL REPORT, VOLUME II. NOV 71
GOLDSTEIN, HAROLD M.;HOROWITZ, MORRIS A.
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 562P.
CAREER OPPORTUNITIES, CULTURALLY DISADVANTAGED, EMPLOYMENT QUALIFICATIONS, GUIDELINES, HOSPITAL PERSONNEL, JOB ANALYSIS, JOB DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MEDICAL SERVICES, PARAMEDICAL OCCUPATIONS, TABLES (DATA), TASK ANALYSIS
THIS TWO-VOLUME REPORT ANALYZES THE HIRING REQUIREMENTS FOR PARAMEDICAL PERSONNEL AT THE CAMBRIDGE HOSPITAL, WITH RECOMMENDATIONS FOR IMPROVED MANPOWER UTILIZATION. THIS APPENDIX TO THE FINAL REPORT CONTAINS DEFINITIONS AND ANALYSES OF THE TASKS AND FUNCTIONS PERFORMED BY THE PARAMEDICAL PERSONNEL WHO WERE INTERVIEWED. VOLUME I IS AVAILABLE AS VT 014 989. (BH)
ERIC: ED060226 DEPARTMENT OF ECONOMICS, NORTHEASTERN UNIVERSITY, 43 LEON STREET, BOSTON, MASS. 02115 ($15.00 FOR BOTH VOLUMES)

4153 RESTRUCTURING PARAMEDICAL OCCUPATIONS A CASE STUDY. FINAL REPORT, VOLUME I. JAN 72
GOLDSTEIN, HAROLD M.;HOROWITZ, MORRIS A.
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 259P.
CAREER OPPORTUNITIES, CASE STUDIES, CULTURALLY DISADVANTAGED, EMPLOYMENT QUALIFICATIONS, HOSPITAL PERSONNEL, JOB ANALYSIS, JOB DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MEDICAL SERVICES, OCCUPATIONAL MOBILITY, PARAMEDICAL OCCUPATIONS
TO DEVELOP AND TEST TECHNIQUES FOR EASING THE SHORTAGE OF SKILLED PARAMEDICAL PERSONNEL AND TO PROVIDE CAREER OPPORTUNITIES FOR THE DISADVANTAGED, THIS STUDY ANALYZED THE JOB REQUIREMENTS IN PARAMEDICAL OCCUPATIONS AT THE CAMBRIDGE HOSPITAL, WITH RECOMMENDATIONS FOR IMPROVED UTILIZATION. JOB DESCRIPTIONS WERE DEVELOPED FROM IN-DEPTH INTERVIEWS WITH SUPERVISORS AND PARAMEDICAL PERSONNEL. THE STUDY FOUND OVERLAPPING FUNCTIONS, UNNECESSARY BARRIERS TO HIRING AND UPWARD MOBILITY, AND INSUFFICIENT INSERVICE TRAINING. HOWEVER, EFFORTS WERE BEING MADE TO RESOLVE EACH OF THESE PROBLEMS. THE INTERVIEW FORMATS ARE APPENDED. VOLUME II, WHICH ANALYZES JOB FUNCTIONS, IS AVAILABLE AS VT 014 990. (BH)
ERIC: ED060225 DEPARTMENT OF ECONOMICS, NORTHEASTERN UNIVERSITY, 43 LEON STREET, BOSTON, MASS. 02115 ($15.00 FOR BOTH VOLUMES)

4154 RESULTS OF THE HIGH SCHOOL TEACHER SURVEY QUESTIONNAIRE CAREER EDUCATION PROJECT IN IMPLEMENTING A JOB DEVELOPMENT, PLACEMENT AND FOLLOW-UP PROGRAM. 8 JAN 74
MONTGOMERY, TRAVIS
STATE FAIR COMMUNITY COLL., SEDALIA, MO.
NOTES: 20P.; SEE OTHER CAREER EDUCATION PROJECT DOCUMENTS RESULTS OF HIGH SCHOOL COUNSELOR SURVEY QUESTIONNAIRE, CE 003 024; AREA HIGH SCHOOLS SENIOR SURVEY RESULTS, CE 003 026
ACADEMIC EDUCATION, AREA STUDIES, CAREER EDUCATION, CAREER OPPORTUNITIES, COURSE CONTENT, EMPLOYMENT QUALIFICATIONS, JOB PLACEMENT, LEARNING ACTIVITIES, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, SECONDARY SCHOOL TEACHERS, SURVEYS, TEACHER ROLE, TEACHING PROCEDURES, VOCATIONAL EDUCATION, JOB SEARCH, MISSOURI
ONE OF SEVERAL INVESTIGATIONS COMPRISING A STUDY OF STUDENTS NEEDS RELATED TO SCHOOL VOCATIONAL SERVICES IN A THREE-COUNTY AREA, THE DOCUMENT REPORTS THE RESULTS OF A SURVEY DESIGNED TO INCLUDE ALL SENIOR HIGH SCHOOL TEACHERS IN 10 SCHOOLS. THE QUESTIONNAIRE IS A 21-ITEM INSTRUMENT DEVELOPED TO PROVIDE INFORMATION ON THE EXTENT TO WHICH TEACHERS ARE EMPHASIZING CAREER IMPLICATIONS IN THEIR COURSES OF STUDY. THE CONTENT OF THE SURVEY

(CONT.)
4154 INCLUDES THE FOLLOWING AREAS (1) JOB-SEEKING SKILLS INFORMATION; (2) CAREER OPPORTUNITIES; (3) CAREER INFORMATION; AND (4) CAREER PLACEMENT. THE DATA OBTAINED WILL BE USED FOR CAREER EDUCATION PROGRAM DEVELOPMENT; THEY ARE PRESENTED IN FOUR TABLES, EACH FOLLOWED BY A ONE- OR TWO-PAGE ANALYSIS. BRIEF SUMMARIES OF THE RESULTS AND SIX RECOMMENDATIONS TO HELP HIGH SCHOOL TEACHERS EFFECTIVELY PREPARE STUDENTS FOR THE WORLD OF WORK CONCLUDE THE DOCUMENT. (AJ)
ERIC: ED102325

4155 RETAIL TRAINING AND EDUCATION. 69
BLOODWORTH, MARGARET
NOTES: 255P.
ADMINISTRATIVE PERSONNEL, ADULT VOCATIONAL EDUCATION, ANCILLARY SERVICES, AUDIOVISUAL AIDS, DISTRIBUTIVE EDUCATION, GROUP DISCUSSION, JOB TRAINING, ORIENTATION, PROGRAMED INSTRUCTION, SALES WORKERS, STAFF IMPROVEMENT, TEACHING TECHNIQUES, VOCATIONAL RETRAINING
THE BOOK PROVIDES INSIGHT INTO TRAINING AIMS, PRINCIPLES, TECHNIQUES, AIDS , AND COURSES DESIGNED TO MEET THE TRAINING NEEDS OF SPECIFIC GROUPS OF STAFF, SUCH AS MANAGEMENT STAFF, TRAINING STAFF, NEW STAFF, AND ESTABLISHED STAFF. IT ALSO COVERS THE TRAINING AND EDUCATIONAL ELEMENTS OF THE CERTIFICATE OF RETAIL MANAGEMENT PRINCIPLES. TRAINING TECHNIQUES AND AIDS RANGE FROM ORAL COMMUNICATION TO PROGRAMED INSTRUCTION, AND FROM BLACKBOARDS TO AUDIOVISUAL AIDS. EMPHASIS IS LAID UPON VALUE OF PROPER TRAINING AS A MEANS TO INCREASED EFFICIENCY AND ATTENTION IS GIVEN TO THE PARTICULAR TRAINING NEEDS OF SALES SUPPORTING STAFF. (PT)
ERIC: ED039448 SIR ISAAC PITMAN AND SONS LIMITED, 39 PARKER STREET, LONDON, WC2 ENGLAND (40S)

4156 RETAILING: AN UNEXPECTEDLY HAPPY HOLIDAY 1976
BUSINESS WEEK, NO.2415, JAN 19, 1976, P. 18.
BUDGETING, BUYING BEHAVIOR, CONSUMER MOTIVATION, ECONOMIC FORECAST, ECONOMICS, INCOME, INFLATION, INVENTORY CONTROL, MARKETING, PROFIT PERFORMANCE, RETAIL INDUSTRY, SALES VOLUME, UNEMPLOYMENT
CHRISTMAS HOLIDAY SALES EXCEEDED RETAILERS EXPECTATIONS WITH A RISE OF 15.2% OVER LAST YEAR DUE TO EXPANSION IN BUYING POWER WITH RISE IN PERSONAL INCOME. INVENTORY CONTROL WILL BE TIGHT, AND CAUTION WILL BE EXERCISED AS INFLATION AND UNEMPLOYMENT WORRY ANY FUTURE PREDICTIONS.
MGMT: BWE76A1918

4157 RETAINING STUDENTS IN TRAINING. A BIBLIOGRAPHY. JUN 70
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 9P.
ANNOTATED BIBLIOGRAPHIES, DROPOUTS, LITERATURE REVIEWS, PROGRAMS, RESEARCH REVIEWS (PUBLICATIONS), SCHOOL HOLDING POWER, STUDENT ABILITY, STUDENT ATTITUDES, STUDENT MOTIVATION, TRAINING, VOCATIONAL EDUCATION
THIS ANNOTATED BIBLIOGRAPHY PRESENTS MATERIALS RELATED TO THE PROBLEM OF RETAINING STUDENTS IN VOCATIONAL EDUCATION PROGRAMS. SUCH FACTORS AS STUDENT ATTITUDES, ABILITIES, MOTIVATIONS ARE CONSIDERED AS POSSIBLE FACTORS RELATED TO RETENTION. SOURCES INCLUDE JOURNAL ARTICLES, DOCTORAL DISSERTATIONS, BOOKS, AND ERIC MATERIALS. THE LITERATURE DATES FROM 1962 TO 1969. (AUTHOR/EK)
ERIC: ED039373 ERIC COUNSELING AND PERSONNEL SERVICES INFORMATION CENTER, 611 CHURCH STREET, ANN ARBOR, MICHIGAN (NO PRICE IS QUOTED.)

4158 RETENTION OF THE HARD-TO-EMPLOY. PERSPECTIVES ON TRAINING THE DISADVANTAGED--THE HARD-TO-EMPLOY. PERSONNEL SERVICES REVIEW SERIES 2. MAY 70
HARRISON, DON K.;BROWN, DOROTHY R.
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-3-6-002487-1579-(010)
NOTES: 10P.
CHILD CARE CENTERS, COUNSELING, HEALTH SERVICES, INTERPERSONAL COMPETENCE, LEGAL AID PROJECTS, NEGRO EMPLOYMENT, RETENTION, VOCATIONAL COUNSELING, WELFARE SERVICES, WORK ATTITUDES
ALTHOUGH CALCULATED BY VARIOUS STATISTICAL METHODS, RETENTION (IN THIS MONOGRAPH) REFERS TO THE TIME THAT A FORMER HARD CORE MEMBER STAYS ON THE JOB. THESE RATES MAY BE TALLIED FROM THE FIRST DAY OF PRE-VOCATIONAL TRAINING AT A CENTER, FROM THE FIRST DAY OF A PLANTS VESTIBULE TRAINING, OR THE FIRST DAY OF WORK AT THE JOB SITE. THE HARD CORE NEED SPECIAL ASSISTANCE TO GET A JOB AND TO KEEP IT. SPECIAL PROBLEMS SUCH AS LACK OF TRANSPORTATION, FINANCIAL ROADBLOCKS, LEGAL ENTANGLEMENTS, ILL-HEALTH, INADEQUATE CHILD CARE, AND SUPERVISORY HOSTILITY MAY INTERFERE WITH JOB RETENTION. SPECIFIC DETAILS IN EACH PROBLEM AREA ALONG WITH PRACTICAL SOLUTION POSSIBILITIES, OFTEN COMMUNITY RESOURCES, CONSTITUTE THE BODY OF THIS REPORT. THE SPECIAL ASSISTANCE OR SUPPORT FOR THE NEW EMPLOYEE MAY COME FROM DIVERGENT SOURCES SUCH AS, THE HIGHLY-TRAINED CLINICAL PSYCHOLOGIST, TO THE BUDDY SYSTEM THAT UTILIZES A FELLOW EMPLOYEE WITH A COMPARABLE BACKGROUND TO THAT OF THE NEW EMPLOYEE. (DB)
ERIC: ED038563

4169 RETHINKING THE CASE FOR PUBLIC SERVICE EMPLOYMENT SEP-OCT 72
HARRISON, BENNETT
SOCIAL POLICY:3:3:28-30
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, JOB MARKET, ECONOMIC FACTORS, LABOR MARKET, EMPLOYMENT PATTERNS, MANPOWER UTILIZATION, FEDERAL AID, PUBLIC SERVICE EMPLOYMENT
ERIC: EJ082111

4170 RETHINKING THE RELATIONSHIP BETWEEN EDUCATION AND WORK SPR 77
SOLMON, LEWIS C.
UCLA EDUCATOR:19:3:18-31
HIGHER EDUCATION, SCHOOL INDUSTRY RELATIONSHIP, COLLEGE GRADUATES, JOB SATISFACTION, STUDENT REACTION, TABLES (DATA), EDUCATIONAL RESEARCH, JOB MARKET, OCCUPATIONAL INFORMATION, CAREER CHOICE, JOB APPLICANTS
EVALUATES THE EFFECTIVENESS OF THE PROCESS OF SUPPLYING COLLEGE GRADUATES TO THE LABOR MARKET, I.E., THE EXTENT TO WHICH GRADUATES GET JOBS RELATED TO THEIR TRAINING. (AUTHOR/RK)
ERIC: EJ165310 REPRINT AVAILABLE (SEE P. VII) UMI

4171 RETIREMENT 1977
OMEARA, J.R.
ACROSS THE BOARD, VOL.14, NO.1, JAN 1977, P. 4-8.
AGE BIAS, LONG RANGE PLANNING AND OBJECTIVES, PENSION PLAN, PRODUCTIVITY, RETIREMENT, SOCIAL SECURITY
SUGGESTS A RETIREMENT AGE RANGE AS A SOLUTION TO THE PROBLEM OF MANDATORY RETIREMENT, EMPLOYEE DISSATISFACTION AND COMPANY NEEDS FOR LONG TERM MANPOWER PLANNING.
MGMT: CBR77A0004

4172 RETIREMENT AN EGO ALIEN VIEW SPR 77
FRANK, HELEN
INTERNATIONAL JOURNAL OF FAMILY COUNSELING:5:1:44-47
WORK ATTITUDES, RETIREMENT, OLDER ADULTS, COUNSELOR ATTITUDES, WORK LIFE EXPECTANCY, SOCIAL FACTORS, SENIOR CITIZENS, SELF ESTEEM, STATE OF THE ART REVIEWS
SINCE KNOWLEDGE OF EGO DEVELOPMENT CAN BE USED IN PROFESSIONAL WORK, A NEEDED CLASSIFICATION OF ATTITUDES TOWARD THE WORK ETHIC IS ADVANCED. A RADICAL DEPARTURE FROM OUR RETIREMENT POLICY TOWARDS THOSE OVER 65 YEARS OF AGE REQUIRES ADDITIONAL COMPETENCE ON THE PART OF COUNSELORS IN THE FIELD OF AGING. (AUTHOR)
ERIC: EJ163909

4173 RETIREMENT THIRD AGE OR SECOND CAREER 76
HUBBARD, LORNA M.
CONVERGENCE:9:3:59-70
CAREER CHANGE, RETIREMENT, OLDER ADULTS, CAREER EXPLORATION, FOREIGN COUNTRIES, SURVEYS, RESPONSIBILITY, EUROPE
BASED ON A STUDY OF PROVISION FOR THE ELDERLY IN NINE EUROPEAN COUNTRIES, THE AUTHOR OBSERVES THAT THERE IS ROOM FOR ALL TYPES OF PROVISIONS IN THE PREPARATION-FOR-RETIREMENT FIELD--PROVIDED THAT AIMS ARE CLEARLY DEFINED--BUT THAT THERE IS NEED FOR CONSTANT REVISION AND REVALUATION IN THE LIGHT OF THE CHANGING CHARACTERISTICS OF PENSIONERS. (HL)
ERIC: EJ150991

4174 RETIREMENT CHOICE AND RETIREMENT SATISFACTION. 27 OCT 75
WALKER, JAMES W.:PRICE, KARL F.
NOTES: 16P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE GERONTOLOGICAL SOCIETY (28TH, LOUISVILLE, KENTUCKY, OCTOBER 26-30, 1975)
ADJUSTMENT (TO ENVIRONMENT), ATTITUDES, DECISION MAKING, EMPLOYER EMPLOYEE RELATIONSHIP, HEALTH, INCOME, INDIVIDUAL PSYCHOLOGY, OLDER ADULTS, PLANNING, QUESTIONNAIRES, RETIREMENT, LIFE SATISFACTION, VOLUNTARY RETIREMENT
THE DECISION CONCERNING WHEN TO RETIRE IS THE KEY DECISION IN THE RETIREMENT PROCESS. WHETHER THE DECISION IS INCUMBENT UPON THE INDIVIDUAL (VOLUNTARY) OR THE ORGANIZATION (MANDATORY), THE DECISION HAS TO BE MADE. THIS STUDY ADDRESSES THE QUESTION OF WHETHER INDIVIDUALS WHO RETIRE VOLUNTARILY WILL BE MORE SATISFIED IN RETIREMENT THAN INDIVIDUALS WHO WERE RETIRED UNDER A MANDATORY PROGRAM. DATA WERE GATHERED USING A MAILED QUESTIONNAIRE SENT TO RETIREES FROM SEVEN COMPANIES IN THE UNITED STATES AND CANADA. THERE WERE 1436 USABLE RESPONSES (A RESPONSE RATE OF 58(), WITH SLIGHTLY MORE THAN HALF, 763, INDICATING THAT THEY HAD RETIRED VOLUNTARILY. RETIREMENT SATISFACTION WAS MEASURED USING SMITH, ET AL. RETIREMENT DESCRIPTION INDEX (RDI). ALL FOUR SCALES OF THE RDI, FINANCES, HEALTH, PEOPLE, AND ACTIVITIES, AS WELL AS A TOTAL SATISFACTION SCORE SHOWED SIGNIFICANTLY HIGHER SCORES FOR THE GROUP WHO RETIRED VOLUNTARILY. EXPLANATION OF THE DIFFERENCE BETWEEN THE VOLUNTARY AND MANDATORY RETIREES MAY BE THAT VOLUNTARY RETIREES MADE MORE PLANS FOR RETIREMENT, HAD HIGHER RETIREMENT INCOMES, AND RETIRED WITH A GENERALLY MORE FAVORABLE OUTLOOK TOWARD OLD AGE AND RETIREMENT. (AUTHOR)
ERIC: ED122192

4175 A RETIREMENT INDEX NOV-DEC 76
SHELLEY, EDWIN F.:SHELLEY, FLORENCE D.
SOCIAL POLICY:7:3:52-54
RETIREMENT, GERONTOLOGY, OLDER ADULTS, SENIOR CITIZENS, EMPLOYMENT PROJECTIONS, GERIATRICS, CAREER CHANGE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, RETIREMENT

(CONT.)

4175 INDEX
A RETIREMENT INDEX CAN BE USED BY AN INDIVIDUAL OR GROUP TO DETERMINE THE MOST DESIRABLE TIME TO RETIRE FROM A PARTICULAR EMPLOYMENT OR FROM EMPLOYMENT IN GENERAL. (AUTHOR)
ERIC: EJ152582

4176 RETOOLING OUR HUMAN RESOURCES FOR THE SPACE AGE (PAPERS AND FINDINGS A CONFERENCE ON HUMAN RESOURCES). FINAL REPORT. 71
WILLIAMS, J. EARL
NOTES: 11+P.
CONFERENCES, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, UNEMPLOYED, UNSKILLED WORKERS, HOUSTON, HUMAN RESOURCES DEVELOPMENT PROGRAM, TEXAS
A CONFERENCE WAS HELD TO DISCUSS THE PROBLEMS OF THE HARD-CORE UNEMPLOYED. THE PURPOSE OF THE CONFERENCE WAS TO SPREAD THE EXPERIENCE OF THE FIVE HUMAN RESOURCES DEVELOPMENT PROGRAMS WITH SPECIAL EMPHASIS ON HOUSTONS SUCCESS IN THE OUTREACH PHASE AND TO STIMULATE REPRESENTATIVES FROM 12 SOUTHERN STATES TO PROMOTE HRD PROGRAMS IN THEIR AREAS. (AUTHOR)
ERIC: ED055277 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 091 MF $0.95, HC $3.00)

4177 RETRAINING BY PRIVATE INDUSTRY. 67
HOOS, IDA R.
AEROSPACE TECHNOLOGY, AVIATION MECHANICS, COMMUNITY COLLEGES, EDUCATIONAL POLICY, EVALUATION, INDUSTRIAL TRAINING, INDUSTRY, MOTIVATION, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, PROGRAMED INSTRUCTION, PUBLIC SCHOOLS, QUALITY CONTROL, RETRAINING, SKILLED LABOR, SKILLED OCCUPATIONS, TECHNOLOGICAL ADVANCEMENT, AMERICAN CAN COMPANY, ARMOUR AND COMPANY, KAISER INDUSTRIES, LOCKHEED AIRCRAFT COMPANY
SEVERAL SAN FRANCISCO BAY AREA COMPANIES WERE EXAMINED FOR SPECIFIC PROGRAMS FOR DISPLACED EMPLOYEES. ARMOUR AND COMPANY SOUGHT TO GUIDE DISPLACED EMPLOYEES TO CLASSES OR COURSES OF ACTION OUTSIDE ITS OWN SPHERE OF OPERATION. LOCKHEED HAS PROVIDED UNUSUALLY WELL FOR UPGRADING AND RETRAINING, MAINLY BECAUSE OF INDUSTRY FLUCTUATIONS AND RAPID TECHNOLOGICAL CHANGE. AMERICAN CAN COMPANY OFFERED JOURNEYMEN A COMBINATION OF ON-THE-JOB TRAINING AND JUNIOR COLLEGE COURSES. THE WESTERN DIE CASTING COMPANY FOCUSED ON IMPROVED QUALITY CONTROL. BY MEANS OF A TRACER LATHE OPERATORS PROGRAM, KAISER AEROSPACE CORPORATION PARTLY SUCCEEDED IN REDUCING TURNOVER. FINDINGS SHOW THAT (1) INDUSTRY DEVELOPS FEW TRAINING PROGRAMS EXCEPT DURING LABOR SHORTAGES, (2) DISPLACEES MAY NOT BE NEEDED, OR ELSE LOW SKILLS MAKE SALVAGE IMPOSSIBLE, (3) PROGRAMS OFTEN FAIL TO MEET ANTICIPATED SKILL CHANGES BECAUSE OF POOR COMMUNICATION WITHIN THE ORGANIZATION, AND (4) VALUES OF TRAINING EMERGE DESPITE LABOR CONDITIONS. DOCUMENT IS CHAPTER 3 OF RETRAINING THE WORK FORCE, BY IDA R. HOOS, AVAILABLE FOR $6.00 FROM UNIVERSITY OF CALIFORNIA PRESS, BERKELEY, 94720. (LY)
ERIC: ED013386

4178 RETRAINING OF THE UNDERPRIVILEGED, THE NEIGHBORHOOD HOUSE STORY. 67
HOOS, IDA R.
CASE STUDIES (EDUCATION), DISADVANTAGED YOUTH, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, JOB PLACEMENT, JOB TRAINING, MOTIVATION, NEGRO EMPLOYMENT, NEGROES, NEIGHBORHOOD CENTERS, OCCUPATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, RETRAINING, SOCIOECONOMIC INFLUENCES, STATISTICAL DATA, UNEMPLOYED, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, MDTA
AN ACCOUNT OF JOB UPGRADING AT NEIGHBORHOOD HOUSE, NORTH RICHMOND, CALIFORNIA, DOCUMENTS THE LARGELY INADEQUATE EDUCATION AND SEVERE EMPLOYMENT DIFFICULTIES OF NEGROES IN THE GREATER SAN FRANCISCO AREA, DESCRIBES TRAINEE CHARACTERISTICS AND PROBLEMS, DESIRED UPGRADING EXPERIENCES, LIAISON WITH THE STATE EMPLOYMENT SERVICE, COOPERATION WITH THE NATIONWIDE NEIGHBORHOOD YOUTH CORPS, AND WORK EXPERIENCE PROJECTS IN NEIGHBORHOOD HOUSE AND IN PROJECT GROWTH FARM LABOR CAMPS. THE JOB UPGRADING PROJECT SOUGHT TO PROVIDE POSITIVE ORIENTATION TOWARD WORK, GUIDANCE AND TRAINING, (INCLUDING REMEDIAL EDUCATION), PREPARATION FOR JOB STABILITY AND ADVANCEMENT, AND GROWTH IN RESPONSIBILITY AND CITIZENSHIP, FOR UNEMPLOYED PERSONS AGED 16 OR OVER. THE CASE STUDIES IN PARTICULAR INDICATE THE TECHNIQUES USED TO ACHIEVE VOCATIONAL ADJUSTMENT, AND THE OVERALL SUCCESS OF THE PROJECT. THE NEIGHBORHOOD HOUSE APPROACH IS VIEWED AS BEING APPLICABLE ELSEWHERE TO COMBAT UNEMPLOYMENT AND UNEMPLOYABILITY. DOCUMENT INCLUDES 6 TABLES. DOCUMENT IS CHAPTER 5 OF RETRAINING THE WORK FORCE, BY IDA R. HOOS, AVAILABLE FOR $6.00 FROM UNIVERSITY OF CALIFORNIA PRESS, BERKELEY, 94720. (LY)
ERIC: ED013388

4179 RETRAINING OF THE UNDERPRIVILEGED--THE JOB CORPS AND PROGRAMS FOR WELFARE RECIPIENTS. 67
HOOS, IDA R.
ADULT VOCATIONAL EDUCATION, CASE STUDIES (EDUCATION), DISADVANTAGED YOUTH, EDUCATIONAL ENVIRONMENT, EMPLOYMENT OPPORTUNITIES, EVALUATION, FINANCIAL SUPPORT, JOB PLACEMENT, JOB TRAINING, LOW INCOME GROUPS, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, RESIDENTIAL PROGRAMS, UNEMPLOYED, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, WELFARE SERVICES, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, CALIFORNIA, JOB CORPS, OFFICE OF ECONOMIC OPPORTUNITY
THIS STUDY ASSESSES JOB CORPS CURRICULUM AND FACILITIES FOR BASIC ORIENTATION AND EDUCATION OF UNEMPLOYED, DISADVANTAGED, POORLY MOTIVATED YOUTH, AND REVIEWS TRAINING PROGRAMS FOR WELFARE RECIPIENTS IN SANTA CLARA AND ALAMEDA COUNTIES, CALIFORNIA.

(CONT.)
4179 OBSERVATIONS OF SELECTED JOB CORPS CENTERS REVEALED SUPERIOR PHYSICAL FACILITIES BUT LESS THAN SATISFACTORY HUMAN RELATIONS. SANTA CLARA COUNTY UNDERTOOK VOCATIONAL REHABILITATION, REMEDIAL EDUCATIOCN, AND PLACEMENT OF OVER 2800 PERSONS DURING 1964-65, WITH FAVORABLE RESULTS IN JOB PLACEMENTS AND REDUCED WELFARE COSTS. THE ALAMEDA COUNTY PROGRAM (OPERATION SELF-SUPPORT) PROVIDED VOCATIONAL REHABILITATION (LITERACY CLASSES, JOB PREPARATION CLASSES, TRADE COURSES, COUNTY WORK PROJECTS, OUTSIDE OPENINGS) FOR ABOUT 800 CLIENTS, INCLUDING MANY AID TO NEEDY CHILDREN (ANC) MOTHERS. THE 8 CASE HISTORIES FROM THE ALAMEDA COUNTY JOB PREPARATION CLASSES INCLUDE EVALUATIONS BY TRAINEES, AND HIGHLIGHT SUCH PROBLEMS AS SUBSTANDARD EDUCATION, LOW EMPLOYMENT SKILLS, POOR MENTAL AND PHYSICAL HEALTH, AND CHILD CARE NEEDS. DOCUMENT IS CHAPTER 6 OF RETRAINING THE WORK FORCE, BY IDA R. HOOS, AVAILABLE FOR $6.00 FROM UNIVERSITY OF CALIFORNIA PRESS, BERKELEY, 94720. (LY)
ERIC: ED013389

4180 RETRAINING THE UNDEREDUCATED ADULT THE DEVELOPMENT AND IMPLEMENTATION OF A RETRAINING PROGRAM FOR UNDEREDUCATED AND UNEMPLOYED ADULTS BY A COMMUNITY COLLEGE. 68
RHODES, HARVEY B.
CALIFORNIA UNIV., BERKELEY.
NOTES: 640P.: ED.D. THESIS
COMMUNITY COLLEGES, DISADVANTAGED GROUPS, DROPOUT RATE, EMPLOYMENT OPPORTUNITIES, JOB TENURE, PARTICIPATION, PREVOCATIONAL EDUCATION, PROGRAM DESCRIPTIONS, UNEMPLOYED, VOCATIONAL RETRAINING, WELFARE RECIPIENTS, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, CALIFORNIA, MODESTO JUNIOR COLLEGE, PROJECT NEW HOPE
A DETAILED DESCRIPTION OF A VOCATIONAL RETRAINING PROJECT FOR UNEMPLOYED AND UNDEREDUCATED ADULTS DEVELOPED IN CALIFORNIA BY MODESTO JUNIOR COLLEGE BETWEEN 1964 AND 1966 WAS MADE. OVER 1,000 UNEMPLOYED AND UNDEREDUCATED ADULTS WERE REFERRED TO THE NEW HOPE PROJECT UNDER THE PROVISIONS OF THE MANPOWER DEVELOPMENT AND TRAINING ACT. THE PRIMARY GOALS WERE TO ASSIST THE UNDEREDUCATED AND UNEMPLOYED ADULT TO QUALIFY FOR VOCATIONAL TRAINING THROUGH A PROGRAM OF BASIC EDUCATION: DEVELOP THOSE CAPACITIES WHICH WILL ENABLE HIM TO SECURE EMPLOYMENT IN AN ENTRY LEVEL OCCUPATION: AND DEVELOP THOSE COMPETENCIES WHICH WOULD ALLOW HIM TO MAINTAIN CONTINUED EMPLOYMENT. THE MOST SERIOUS PROBLEM WAS ATTITUDE MODIFICATION TOWARD THE WORLD OF WORK. IN THE VOCATIONAL TRAINING AREAS, GREAT EFFORT WAS MADE TO SIMULATE THE ACTUAL AND REAL CONDITIONS OF THE WORK WORLD AS CLOSELY AS POSSIBLE. THE KEY TO THE INTEGRATION OF THE TOTAL PROJECT DEPENDED ON THE DEMAND FROM VOCATIONAL AREAS. THROUGH A REVIEW OF PROJECT RESEARCH DATA, PARTICULAR ATTENTION WAS GIVEN TO THE RESULTS WITH WELFARE RECIPIENTS, DROPOUT RATES OF TRAINEES, THE RATE OF EMPLOYMENT AFTER TRAINING, AND THE DEGREE TO WHICH TRAINEES HAVE MAINTAINED THEIR JOBS. (AUTHOR/NL)
ERIC: ED047202 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-10,232, MF $8.10, XEROGRAPHY $28.80)

4181 RETRAINING THE UNEMPLOYED. 68
SOMERS, GERALD G., ED.
FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 350P.
COST EFFECTIVENESS, COURSE CONTENT, DEPRESSED AREAS (GEOGRAPHIC), EDUCATIONAL BENEFITS, FEDERAL PROGRAMS, INDUSTRY, JOB PLACEMENT, LABOR FORCE, NEGROES, OCCUPATIONAL MOBILITY, ON THE JOB TRAINING, PROGRAM EVALUATION, RESEARCH, SELF ACTUALIZATION, STATE PROGRAMS, UNEMPLOYED, VOCATIONAL RETRAINING, WAGES, YOUTH, CONNECTICUT, MASSACHUSETTS, MICHIGAN, TENNESSEE, WEST VIRGINIA
CASE HISTORIES EVALUATE THE EFFECTIVENESS OF RECENT AND CURRENT RETRAINING PROGRAMS FOR UNEMPLOYED WORKERS UNDER FEDERAL, STATE, MUNICIPAL, AND UNION-MANAGEMENT AUSPICES, JUDGING THEM BY THEIR SUCCESS IN PLACING WORKERS IN USEFUL EMPLOYMENT IN DISTRESSED ECONOMIC AREAS. DATA ON VARIOUS ASPECTS OF RETRAINING PROGRAMS UNDER A WIDE VARIETY OF CIRCUMSTANCES HAVE BEEN ASSEMBLED, AND RETRAINEES ARE COMPARED WITH SUCH CONTROL GROUPS AS REJECTED APPLICANTS, TRAINEES WHO DROPPED OUT BEFORE COMPLETING THEIR COURSES, AND UNEMPLOYED WORKERS WHO DID NOT APPLY FOR RETRAINING. THROUGH COST BENEFIT ANALYSES AND OTHER EVALUATIONS OF SPECIFIC PROGRAMS IN WEST VIRGINIA, CONNECTICUT, MASSACHUSETTS, MICHIGAN, TENNESSEE, AND SOUTHERN ILLINCIS, AND THE CITIES OF CHICAGO, FORT WORTH, AND OMAHA, WHERE SUCH FACTORS AS THE PERSONAL CHARACTERISTICS OF TRAINEES, THE LABOR MARKET, INSTITUTICNAL PLACEMENT, AND PROCEDURAL ARRANGEMENTS VARIED WIDELY, SIGNIFICANT CONCLUSIONS HAVE BEEN DRAWN AS TO THE ECONOMIC AND OTHER BENEFITS OF RETRAINING PROGRAMS IN GENERAL. (THE DOCUMENT INCLUDES CHAPTER REFERENCES, APPENDIXES, AND 114 TABLES AND FIGURES.) (LY)
ERIC: ED021198 UNIVERSITY OF WISCONSIN PRESS, BOX L379, MADISON, WISCONSIN 53701 ($10.00).

4182 RETRAINING THE UNEMPLOYED--A PRELIMINARY SURVEY. (STATEMENT BEFORE THE SUBCOMMITTEE ON MANPOWER, COMMITTEE ON LABOR AND PUBLIC WELFARE, U.S. SENATE, JUNE 7, 1963). 07JUN63
SOMARS, GERALC G.
NOTES: 21P.
DROPOUTS, ECONOMIC PROGRESS, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER UTILIZATION, SELECTION, SURVEYS, UNEMPLOYMENT, AREA REDEVELOPMENT ACT, MADISON, WEST VIRGINIA, WISCONSIN
THE SURVEY, CONDUCTED IN WEST VIRGINIA, INVOLVED PEOPLE WHO COMPLETED A TRAINING COURSE UNDER THE AREA REDEVELOPMENT ACT, THOSE WHO DID NOT BEGIN OR DROPPED OUT OF TRAINING, THOSE WHO WERE DENIED TRAINING BECAUSE OF TEST RESULTS, AND THOSE WHO WERE WORKING

(CONT.)
4192 INSTEAD OF BEING RETRAINED. THE OBJECTIVES OF RETRAINING WERE SHORT-RUN INCREASE IN EMPLOYMENT, LONG-RUN ECONOMIC GROWTH, AND THE IMPROVEMENT IN THE WELFARE AND GENERAL WELL-BEING OF THE TRAINEES AND SOCIETY.
ERIC: ED001396

4193 A RETROSPECTIVE STUDY OF THE EFFECTIVENESS OF OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS IN FOUR URBAN SITES. NOV67
WALTHER, REGIS H. ;MAGNUSSON, MARGARET L.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. DISTRICT OF COLUMBIA MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 157P.
ADJUSTMENT (TO ENVIRONMENT), COMPARATIVE ANALYSIS, CONTROL GROUPS, DISADVANTAGED YOUTH, EXPERIMENTAL GROUPS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, PROGRAM EVALUATION, RACIAL DIFFERENCES, SEX DIFFERENCES, URBAN AREAS, VOCATIONAL ADJUSTMENT, WORK EXPERIENCE PROGRAMS, NEIGHBORHOOD YOUTH CORPS
THE PRIMARY CRITERIA FOR JUDGING NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAM EFFECTIVENESS IN CINCINNATI, OHIO, DURHAM, NORTH CAROLINA, EAST ST. LOUIS, ILLINOIS, AND ST. LOUIS, MISSOURI, WERE COMMUNITY AND WORK ADJUSTMENTS. AN EXPERIMENTAL GROUP COMPOSED OF 392 ENROLLEES WHOSE NYC EXPERIENCE WAS A LITTLE MORE THAN A YEAR AND A CONTROL GROUP COMPOSED OF 205 SIMILAR YOUTHS WHO HAD NOT ENROLLED IN NYC WERE INTERVIEWED TO OBTAIN INFORMATION ON NYC RECRUITMENT, WORK ASSIGNMENTS AND THEIR VALUE, LENGTH OF EXPERIENCE, SUPERVISION, FRIENDLINESS OF FELLOW-WORKERS, COUNSELORS, USEFUL AND DISLIKED ASPECTS OF EXPERIENCE, AND JOB PLACEMENT. THE MOST SIGNIFICANT FINDINGS WERE--(1) THE PROGRAM IS REACHING SERIOUSLY DISADVANTAGED YOUTH, (2) ENROLLEES REPORTED A HIGH LEVEL OF SATISFACTION WITH THEIR NYC EXPERIENCE, (3) THE COMMUNITY AND WORK ADJUSTMENT OF ENROLLEES WAS IMPROVED ON SEVERAL MEASURES, AND (4) FEMALE ENROLLEES MADE GREATER GAINS THAN MALES. SOME PROBLEM AREAS CONCERNED THE PROGRAMS LESSER EFFECTIVENESS WITH MALES AND WHITE FEMALES THAN WITH NEGRO FEMALES AND THE CONTINUING HIGH UNEMPLOYMENT RATE OF EX-ENROLLEES WHICH WAS PROBABLY RELATED TO THE CHARACTER OF NYC WORK ASSIGNMENTS. ISSUES NEEDING FURTHER EXPLORATION INCLUDED JOB DEVELOPMENT, RELATIONSHIPS WITH OTHER MANPOWER PROGRAMS, REMEDIAL EDUCATION, FOLLOWUP COUNSELING, AND DIFFERENTIAL ENROLLEE NEEDS. THE EXTENSIVE APPENDIXES INCLUDE TECHNICAL INFORMATION, THE INTERVIEW SCHEDULE, OCCUPATIONAL CATEGORIES, AND SPECIFIC INFORMATION FROM THE CINCINNATI AND DURHAM NYCS. (MM)
ERIC: ED020407

4194 RETURN TO GRADUATE EDUCATION FOR HIGH SCHOOL TEACHERS 1975
ANTOS, J.R.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 217-222. BIBLIOG. 3
ANALYTICAL TECHNIQUES, DATA COLLECTION, DECISION MAKING, EARNINGS, ECONOMICS, EDUCATION, ESTIMATION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MODELING, PERFORMANCE, PRODUCTIVITY, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, SALARY, SURVEY, TRAINING AND DEVELOPMENT, UTILITY FUNCTION
HEDONIC PRICING TECHNIQUES ARE USED TO EVALUATE DIFFERENCES IN WORKING CONDITIONS ENCOUNTERED BY TEACHERS WITH VARIOUS LEVELS OF GRADUATE TRAINING. THE LABOR MARKET ANALYSIS IS PERFORMED USING HEDONIC TECHNIQUES. AGE DIFFERENTIAL EARNINGS PROFILES FOR BLACK AND WHITE TEACHERS WITH GRADUATE EDUCATION REFERENCE GROUP AND BLACK AND WHITE TEACHERS WITH BACHELORS DEGREES ARE TABULATED.
MGMT: ASA75HP217

4195 RETURNERS SOME NOTES FOR THOSE RETURNING TO EMPLOYMENT LATER IN LIFE OR CONSIDERING TRAINING FOR A NEW CAREER. 75
NATIONAL ADVISORY CENTRE ON CAREERS FOR WOMEN, LONDON (ENGLAND).
NOTES: 72P.
CAREER CHANGE, CAREER OPPORTUNITIES, CAREER PLANNING, DIRECTORIES, EDUCATIONAL OPPORTUNITIES, FEMALES, GUIDES, INDIVIDUAL DEVELOPMENT, JOB TRAINING, VOCATIONAL RETRAINING, WORKING WOMEN, GREAT BRITAIN
ADDRESSED TO WOMEN WHO ARE CONSIDERING TAKING UP FULL- OR PART-TIME EMPLOYMENT OR TRAINING OR RE-TRAINING LATER IN LIFE WHEN FAMILY RESPONSIBILITIES ARE LESS PRESSING, THIS DOCUMENT MAY ALSO HELP OTHERS WHO WISH TO OR HAVE TO TAKE UP A DIFFERENT CAREER. FOCUS IS ON EMPLOYMENT AND TRAINING OPPORTUNITIES IN GREAT BRITAIN. THE FIRST HALF CONTAINS SECTIONS GIVING A GENERAL PICTURE OF CERTAIN FIELDS OF EMPLOYMENT THAT THE AUTHORS BELIEVE APPEAL PARTICULARLY TO RETURNERS, TOGETHER WITH SOME INFORMATION ABOUT EDUCATIONAL FACILITIES AND ABOUT SOURCES OF HELP AND ADVICE. FIELDS COVERED ARE SOCIAL SERVICES, OFFICE WORK, INDUSTRY AND COMMERCE, HEALTH AND HOSPITALS, WORK WITH CHILDREN AND YOUNG PEOPLE AND IN EDUCATION, AND THE ARTS. THE SECOND HALF OF THE PUBLICATION IS A DIRECTORY WHICH GIVES INFORMATION ABOUT 70 SPECIFIC CAREERS, ARRANGED ALPHABETICALLY. DETAILS ABOUT CAREERS MENTIONED IN THE GENERAL SECTIONS WILL BE FOUND IN THE DIRECTORY WHICH DESCRIBES NORMAL ENTRY REQUIREMENTS, LENGTH OF TRAINING, UPPER AGE LIMITS, AND ADDRESSES OF APPROPRIATE PROFESSIONAL ASSOCIATIONS AND TRAINING INSTITUTIONS. (HL)
ERIC: ED128556 NATIONAL ADVISORY CENTRE ON CAREERS FOR WOMEN, 251 BROMPTON ROAD, LONDON SW3 2HB, ENGLAND (£2.50 POST PAID)

4196 THE RETURNS TO MILITARY AND CIVILIAN TRAINING. JUL 76
NORRBLOM, EVA M.
RAND CORP., SANTA MONICA, CALIF. ADVANCED RESEARCH PROJECTS AGENCY (DOD), WASHINGTON, D.C.
CONTRACT NO. DAHC15-73-C-0181
NOTES: 55P.

(CONT.)
4186 COMPARATIVE ANALYSIS, EDUCATIONAL EXPERIENCE, EMPLOYMENT OPPORTUNITIES, LABOR FORCE, MILITARY PERSONNEL, MILITARY TRAINING, ON THE JOB TRAINING, PRODUCTIVITY, RESEARCH, VETERANS, VOCATIONAL EDUCATION, WAGES, WORK EXPERIENCE, CIVILIANS
THIS REPORT EXAMINES THE ECONOMIC EFFECTS OF FORMAL MILITARY VOCATIONAL TRAINING AND ON-THE-JOB TRAINING ACQUIRED WHILE WORKING IN A MILITARY SPECIALTY. THE HYPOTHESIS ADVANCED IS THAT INVESTMENTS IN DIFFERENT TYPES OF MILITARY TRAINING HAVE A SIGNIFICANT EFFECT ON PRODUCTIVITY AND THUS ON WAGES IF INDIVIDUALS ARE EMPLOYED IN CIVILIAN OCCUPATIONS IN WHICH THEY ARE ABLE TO USE SKILLS ACQUIRED DURING THEIR MILITARY SERVICES. THE FINDINGS OF THE STUDY SUPPORT THE ECONOMIC AND STATISTICAL SIGNIFICANCE OF MILITARY TRAINING IN EXPLAINING DIFFERENCES IN THE POSTSERVICE WAGES OF SEPARATES. (FORMAL VOCATIONAL TRAINING IN THE MILITARY TENDS TO HAVE A SIGNIFICANTLY POSITIVE EFFECT ON POSTSERVICE WAGES IF INDIVIDUALS ENTER CIVILIAN OCCUPATIONS RELATED TO THEIR MILITARY SPECIALTIES. ON THE OTHER HAND, ON-THE-JOB TRAINING IN MILITARY SPECIALTIES PARALLEL TO THE CURRENT CIVILIAN OCCUPATIONS OF SEPARATEES DOES NOT HAVE A SIGNIFICANTLY POSITIVE EFFECT ON THE POSTSERVICE OPPORTUNITIES OF SEPARATEES.) THE REPORT ALSO OFFERS EVIDENCE ON SEVERAL RELATED ISSUES. USING DATA ON THE TYPE AND AMOUNT OF BOTH CIVILIAN AND MILITARY FORMAL AND INFORMAL VOCATIONAL TRAINING ACQUIRED BY INDIVIDUALS IN THE SAMPLE, THE STUDY EVALUATES THE EXTENT TO WHICH THE RETURNS TO VARIOUS TYPES OF TRAINING WERE OVERESTIMATED OR UNDERESTIMATED BY PREVIOUS STUDIES. THE APPENDIXES PROVIDE INFORMATION ON SAMPLE SELECTION AND DATA, CHARACTERISTICS OF SEPARATEES BY EMPLOYMENT STATUS, AND CHARACTERISTICS OF SEPARATEES BY OCCUPATIONAL GROUPS. A SELECTED BIBLIOGRAPHY IS ALSO INCLUDED. (WL)
ERIC: ED134711

4187 REVERSE DISCRIMINATION--FACT OR FANTASY NOV-DEC 76
PETTIGREW, L. ELDORA
INTEGRATED EDUCATION:14:6:3-4
REVERSE DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, AFFIRMATIVE ACTION, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, MINORITY GROUPS, DISCRIMINATORY LEGISLATION
CONCLUDES THAT EVEN THOUGH FEDERAL LEGISLATION DESIGNED TO EQUALIZE EMPLOYMENT OPPORTUNITIES FOR ALL U.S. CITIZENS HAS BEEN ENACTED, THE ONLY GROUP TO ENHANCE ITS EMPLOYMENT STATUS OVER THE PAST TEN YEARS HAS BEEN THAT OF WHITE MALES. (AUTHOR)
ERIC: EJ152561

4188 REVERSE DISCRIMINATION: WHAT CAN MANAGERS DO 1977
PATI, G.C.
PERSONNEL JOURNAL, VOL.56, NO.7, JULY 1977, P. 334-338, 360-363. BIBILOG. 11
DISCRIMINATION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, LAW, MINORITIES, ORGANIZATION STRUCTURE, PERFORMANCE, PROMOTION, QUOTAS
COMPANIES COULD DO A GREAT DEAL TO PROTECT THEMSELVES FROM THE MULTITUDE OF REVERSE DISCRIMINATION CHARGES WHICH HAVE SPRUNG UP RECENTLY IF THEY WOULD CONCENTRATE ON IMPROVING THE ORGANIZATIONAL STRUCTURE OF THEIR COMPANY. EMPLOYEES MUST NOT FEEL THAT THEY HAVE BEEN HIRED MERELY TO FILL A GOVERNMENT IMPOSED QUOTA. FEELINGS OF THIS TYPE COULD BE GREATLY ALLEVIATED IF PROMOTION CRITERIA WERE MADE MORE PUBLIC WITHIN CORPORATIONS.
MGMT: PEJ7760334

4189 REVIEW AND ANALYSIS OF SOURCES OF OCCUPATIONAL INFORMATION FOR CAREER EDUCATION. 73
MILLS, KENNETH D.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 51
RESOURCE GUIDES, OCCUPATIONAL INFORMATION, CAREER EDUCATION, INFORMATION SOURCES, EVALUATION CRITERIA, RESOURCE MATERIALS, MEDIA SELECTION, DECISION MAKING SKILLS, CAREER CHOICE, VOCATIONAL COUNSELING
THE RECENT TREND TOWARD A GREATER EMPHASIS ON CAREER EDUCATION FOR LIFE PREPARATION HAS BROUGHT WITH IT THE NEED FOR MORE ACCURATE AND APPROPRIATE INFORMATION ABOUT SELF, ENVIRONMENT, AND THE WORLD OF WORK. THIS PUBLICATION WAS PREPARED TO HELP THE CLASSROOM TEACHER IN IDENTIFYING AND ASSESSING THE VARIOUS TYPES AND SOURCES OF OCCUPATIONAL INFORMATION AVAILABLE FROM GOVERNMENT AGENCIES, PUBLISHERS, ORGANIZATIONS, SCHOOLS, AND OTHER SOURCES. IT IS NOT INTENDED TO BE AN EXHAUSTIVE COMPILATION OF ALL AVAILABLE MATERIALS BUT RATHER TO PROVIDE REPRESENTATIVE TITLES IN THE VARIOUS RESOURCE AREAS AS WELL AS MEDIA FOR PRESENTING OCCUPATIONAL INFORMATION. THE CONTENTS PROVIDE AN OVERVIEW OF THE ROLE OF OCCUPATIONAL INFORMATION IN CAREER EDUCATION AND CAREER DEVELOPMENT. INCLUDED ARE ILLUSTRATIONS OF A DECISION-MAKING MODEL AND A CAREER EDUCATION MODEL. OCCUPATIONAL INFORMATION SOURCES ARE IDENTIFIED, AS ARE GUIDELINES FOR ASSESSMENT OF THE INFORMATION. (MF)
AIM/ARM: VT020577 PRODUCT UTILIZATION SECTION, THE CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION, 1960 KENNY ROAD, COLUMBUS, OHIO 43210 (ONE OF A SET, PRICES AVAILABLE UPON REQUEST).

4190 REVIEW AND ASSESSMENT OF POST-ORIENTATION CAREERS OF ADAPT (AEROSPACE AND DEFENSE ADAPTATION TO PUBLIC TECHNOLOGY) PARTICIPANTS. FINAL REPORT. MAY 72
VENTRE, FRANCIS T.;SULLIVAN, LARRY N.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. DEPT. OF URBAN STUDIES AND PLANNING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 245P.
AEROSPACE INDUSTRY, EDUCATIONAL PROGRAMS, JOB PLACEMENT, MANPOWER UTILIZATION,

(CONT.)
4190 PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, UNEMPLOYED, VOCATIONAL ADJUSTMENT, DEFENSE WORKERS
CAREERS OF 185 UNEMPLOYED AEROSPACE PROFESSIONALS FROM AEROSPACE AND DEFENSE INDUSTRIES ARE DOCUMENTED FOLLOWING COMPLETION OF A MONTH-LONG ORIENTATION TO URBAN AFFAIRS. SEVENTY PERCENT OF THE PERSONS COMPLETING THE PROGRAM WERE PROFESSIONALLY EMPLOYED EIGHT MONTHS LATER; 60 PERCENT OF THOSE AT WORK ARE IN THE PUBLIC SERVICE. PREPAREDNESS OF HIRING AGENCY TO ACCOMMODATE INNOVATIVE MANAGEMENT TECHNIQUES WAS FOUND TO BE THE BEST PREDICTION OF SUCCESSFUL SKILLS ADAPTATION. FEW SIGNIFICANT RELATIONS WERE FOUND BETWEEN BACKGROUND ATTRIBUTES (E.G. AGE, EDUCATION, INDUSTRIAL EXPERIENCE) OF THE PROFESSIONALS AND EITHER THEIR RATE OF PLACEMENT OR THEIR SUCCESSFUL PERFORMANCE ONCE PLACED. THE ORIENTATION OFFERED BOTH COGNITIVE AND ATTITUDINAL CHANGES TO THE PARTICIPANTS, BUT PARTICULARLY EDUCATIONAL TECHNIQUE WAS FOUND TO BE UNIVERSALLY FAVORED. EVALUATIONS OF PROJECT OUTCOMES ARE TENTATIVELY ASSERTED OWING TO THE ABBREVIATED PERIOD AVAILABLE FOR MONITORING AND FOR THE EVEN SHORTER PERIOD OF ACTUAL ON-THE-JOB EXPERIENCE OF SUCCESSFULLY PLACED PROGRAM PARTICIPANTS. (NTIS)
ERIC: ED111924 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-232-204; HC-$6.00; MF-$1.45)

4191 REVIEW AND CRITIQUE OF CONTEXT AND INPUT MEASURES IN EVALUATION WIN 77
FINCH, CURTIS R.;BJORKQUIST, DAVID C.
JOURNAL OF INDUSTRIAL TEACHER EDUCATION;14;2;7-18
CURRICULUM DEVELOPMENT, EVALUATION METHODS, PROGRAM EVALUATION, EVALUATION CRITERIA, PROGRAM PLANNING, EDUCATIONAL OBJECTIVES, VOCATIONAL EDUCATION, MANAGEMENT BY OBJECTIVES, PROGRAM ADMINISTRATION, RESOURCE ALLOCATIONS
FOCUSES ON PROGRAM EVALUATION OF VOCATIONAL EDUCATION FROM FOUR DIFFERENT STARTING POINTS (CONTEXT, INPUT, PROCESS, AND PRODUCT EVALUATION) AND THE PURPOSES TO WHICH EACH IS DIRECTED. (EDITOR/TA)
ERIC: EJ156624

4192 REVIEW AND SYNTHESIS OF COST-EFFECTIVENESS STUDIES OF VOCATIONAL AND TECHNICAL EDUCATION. 72
STROMSDORFER, ERNST W.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 151P.
MANPOWER DEVELOPMENT, VOCATIONAL EDUCATION, PROGRAM EVALUATION, METHODOLOGY, PROGRAM COSTS, COST EFFECTIVENESS, COMMUNITY BENEFITS, STATISTICAL ANALYSIS, PROGRAM EFFECTIVENESS, EMPLOYMENT PROGRAMS, RESEARCH REVIEWS (PUBLICATIONS), TECHNICAL EDUCATION, BIAS, SAMPLING, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THE METHODOLOGY TO PERFORM BENEFIT-COST STUDIES EXISTS, BUT THERE IS MUCH AMBIGUITY CONCERNING THE IMPLICATIONS OF SUCH STUDIES AS A RESULT OF USING FAULTY METHODOLOGY. FOR EXAMPLE, CONTROL GROUPS ARE A NECESSITY, AS ARE ADEQUATE SAMPLING PROCEDURES AND ADJUSTMENT FOR NON-RESPONSE BIAS AND SELF-SELECTION BIAS, AND ALL STUDIES DO NOT EMPLOY THIS METHODOLOGY. ANOTHER LIMITATION IS THAT CURRENTLY A BENEFIT-COST STUDY WILL ONLY SHOW WHETHER OR NOT A PROGRAM APPEARS TO PAY. FURTHER JUDGMENTS MUST BE MADE ON WHETHER TO EXPAND OR CUT BACK THE PROGRAM, AND WHAT TO GIVE UP OR TAKE ON. IN SPITE OF THESE AND OTHER LIMITATIONS, BENEFIT-COST ANALYSIS INTERJECTS A SYSTEMATIC ANALYSIS INTO A PREVIOUSLY JUDGMENTAL AREA. THE COST AND METHODOLOGICAL LIMITATIONS OF SUCH STUDIES WILL INHIBIT THEIR IMMEDIATE WIDESPREAD ADOPTION. THIS STUDY, WRITTEN FOR NON-ECONOMISTS, SURVEYS THE VARIOUS APPROACHES TO IMPROVING THE ANALYSIS OF VOCATIONAL EDUCATION AND RELATED MANPOWER TRAINING PROGRAMS. (CD)
AIM/ARM: VT014707 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

4193 REVIEW AND SYNTHESIS OF JOB PLACEMENT LITERATURE VOLUME 1 OF A RESEARCH PROJECT TO DEVELOP A COORDINATED COMPREHENSIVE PLACEMENT SYSTEM. MAR 75
BOSS, RICHARD D.;AND OTHERS
WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 106P.
CAREER PLANNING, COLLEGE BOUND STUDENTS, DROPOUTS, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT SERVICES, FEMALES, GUIDANCE OBJECTIVES, GUIDANCE PROGRAMS, GUIDANCE SERVICES, JOB PLACEMENT, LITERATURE REVIEWS, MINORITY GROUPS, MODELS, NONCOLLEGE PREPARATORY STUDENTS, RURAL YOUTH, STUDENT PLACEMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, YOUTH EMPLOYMENT, YOUTH PROBLEMS
THE FIVE-PART DOCUMENT REVIEWS THE LITERATURE OF JOB PLACEMENT AND THE RELATIONSHIP BETWEEN YOUTH AND EMPLOYMENT--THE BARRIERS, SERVICES, AND SPECIFIC NEEDS. THE FIRST PART DISCUSSES IN PARTICULAR THE IMPORTANCE OF THE WORK ROLE, THE PREPARATION OF YOUTH FOR EMPLOYMENT, AND THE METHODS USED TO SECURE WORK AS THESE AFFECT YOUTHS ENTRY INTO THE LABOR MARKET. IN PART 2, THE PLACEMENT NEEDS OF YOUTH ARE EXAMINED IN TERMS OF UNEMPLOYMENT, EDUCATIONAL OPPORTUNITIES, CAREER PLANNING, AND JOB SEEKING SKILLS. SPECIFIC YOUTH GROUPS ARE DISCUSSED REGARDING THE UNIQUE FACTORS AFFECTING YOUTHS ABILITIES TO ENTER AN OCCUPATIONAL ROLE. THE GROUPS ARE WOMEN (IN PARTICULAR, THE MINORITIES), RURAL YOUTH, DROPOUTS, COLLEGE BOUND, AND NONCOLLEGE BOUND STUDENTS. SPECIFIC PROBLEMS, POSSIBLE EDUCATIONAL PATHWAYS FOR JOB PREPARATION, SURVEYS OF CURRENT VOCATIONAL GUIDANCE PROGRAMS, AND RECOMMENDATIONS FOR VOCATIONAL GUIDANCE ARE DISCUSSED FOR EACH GROUP. IN PART 3, COMPONENTS OF THE GUIDANCE SYSTEM THROUGH A LITERATURE SURVEY OF EDUCATIONAL AND GUIDANCE SERVICES ARE PRESENTED. IN PART 4, THE FAMILY, SCHOOL, AND

(CONT.)
4193 GOVERNMENT AS PROVIDERS OF PLACEMENT SERVICES ARE REVIEWED. IN PART 5, THE EXEMPLARY MODELS OF PLACEMENT SERVICES ARE PRESENTED. A SUMMARY OF THE CURRENT STATUS OF CAREER GUIDANCE OF YOUTH AND A BIBLIOGRAPHY ARE INCLUDED. (AUTHOR/JB)
ERIC: ED109428

4194 REVIEW AND SYNTHESIS OF JOB PLACEMENT LITERATURE. A RESEARCH PROJECT TO DEVELOP A COORDINATED COMPREHENSIVE PLACEMENT SYSTEM. VOLUME I. MAR 75
ROSS, RICHARD D.;AND OTHERS
WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 105P.; RELATED DOCUMENTS VT 102 971 THROUGH VT 102 974 IN THIS ISSUE.
LITERATURE REVIEWS, BIBLIOGRAPHIES, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, SECONDARY EDUCATION, POST SECONDARY EDUCATION
PREPARED AS THE FIRST STEP IN A PROJECT TO FORMULATE A MODEL FOR A COORDINATED, COMPREHENSIVE SYSTEM OF PLACEMENT FOR HIGH SCHOOL THROUGH ADULT AGE PERSONS, THE LITERATURE REVIEW REPORTS ON THE FIELD OF PLACEMENT AS WELL AS RELATED MATERIAL ON COUNSELING, CAREER DEVELOPMENT, AND TRAINING. IT PROVIDES A REVIEW OF THE HISTORICAL DEVELOPMENT OF PLACEMENT-RELATED ACTIVITIES AND SERVICES, AS WELL AS A DESCRIPTION OF CURRENT PLACEMENT PRACTICES. CONTENTS ARE ARRANGED IN FIVE PARTS. PART I IS THE INTRODUCTION. PART II DISCUSSES THE PLACEMENT NEEDS OF YOUTH AND INCLUDES SIX SECTORS OF THE POPULATION THE DISADVANTAGED, WOMEN, RURAL STUDENTS, DROPOUTS, THE COLLEGE BOUND, AND NONCOLLEGE BOUND. COMPONENTS OF THE GUIDANCE SYSTEM ARE DESCRIBED IN PART III. PART IV EXAMINES THE CONTRIBUTIONS OF THE MAJOR INSTITUTIONS OF THE COUNTRY, THE FAMILY, SCHOOL, AND GOVERNMENT TO THE CAREER GUIDANCE AND PLACEMENT OF YOUTH. PART V PRESENTS SEVERAL CONTEMPORARY MODELS OF SCHOOL-BASED PLACEMENT PROGRAMS FROM WHICH COMPONENTS OF PLACEMENT SERVICES MAY BE GENERALIZED. A 12-PAGE BIBLIOGRAPHY IS INCLUDED IN THE DOCUMENT. (AUTHOR/RG)
AIM/ARM: VT102971

4195 REVIEW AND SYNTHESIS OF RESEARCH CONCERNING ADULT VOCATIONAL AND TECHNICAL EDUCATION. APR 72
ADAMS, DEWEY ALLEN
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 69P.
RESEARCH NEEDS, ADULT VOCATIONAL EDUCATION, ADVISORY COMMITTEES, TECHNICAL EDUCATION, COMMUNITY COLLEGES, SECONDARY EDUCATION, EDUCATIONAL OBJECTIVES, MINORITY GROUPS, RESEARCH REVIEWS (PUBLICATIONS), CURRICULUM DEVELOPMENT, PROGRAM ADMINISTRATION, BIBLIOGRAPHIES
IN RESPONSE TO THE INCREASING NEED FOR INFORMATION RELATING TO ADULT VOCATIONAL AND TEHCNICAL EDUCATION, THIS STATE-OF-THE-ART PAPER PRESENTS A REVIEW, SUMMARIZATION, ANALYSIS, AND SYNTHESIS OF SIGNIFICANT LITERATURE IN THE AREA. SPECIAL ATTENTION IS GIVEN THE ROLE OF THE PUBLIC SECONDARY SCHOOLS AND COMMUNITY COLLEGES IN CONTRIBUTING TO ADULT VOCATIONAL AND TECHNICAL EDUCATION. SPECIFIC SECTIONS OF THE REPORT DEAL WITH ADVISORY COMMITTEES AND THE RESEARCH CONCERNING THE FACILITATION OF ADULT LEARNING. A SUMMARY OF RESEARCH AND DEVELOPMENTAL ACTIVITIES IDENTIFIES THE SIGNIFICANT TRENDS, POINTS UP IMPERATIVE NEEDS, AND RECOMMENDS IMPORTANT RESEARCH PRIORITIES. THE FOUR PROBLEM AREAS IN THE GREATEST NEED OF RESEARCH ARE IDENTIFIED AS (1) PROGRAM EVALUATION AND ACCOUNTABILITY, (2) ORGANIZATION, ADMINISTRATION, AND SUPERVISION, (3) INTEGRATION OF GENERAL AND VOCATIONAL EDUCATION, AND (4) STRATEGIES FOR WORKING WITH MINORITY GROUPS. (AUTHOR/JS)
AIM/ARM: VT014705 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

4196 REVIEW AND SYNTHESIS OF RESEARCH ON OCCUPATIONAL ADAPTABILITY. JUL 71
SJOGREN, DOUGLAS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 34P.
BIBLIOGRAPHIC CITATIONS, CLUSTER GROUPING, CURRICULUM, CURRICULUM DEVELOPMENT, JOB ANALYSIS, LITERATURE REVIEWS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL MOBILITY, PROGRAM DEVELOPMENT, RESEARCH REVIEWS (PUBLICATIONS), TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION
OCCUPATIONAL ADAPTABILITY IS AN IMPORTANT CONSIDERATION IN THE DEVELOPMENT OF PROGRAMS RELATED TO OCCUPATIONAL EXPLORATION, CAREER DEVELOPMENT, AND VOCATIONAL EDUCATION. INTENDED TO BE AN AUTHORITATIVE ANALYSIS OF THE LITERATURE IN THE FIELD, THIS STATE-OF-THE-ART PAPER SHOULD ASSIST IN IDENTIFYING SUBSTANTIVE PROBLEMS AND METHODOLOGICAL APPROACHES FOR RESEARCHERS AND CURRICULUM DEVELOPMENT SPECIALISTS AS WELL AS PROVIDING PRACTITIONERS WITH A SUMMARY OF RESEARCH FINDINGS THAT HAVE APPLICATION TO EDUCATIONAL PROGRAMS. RESEARCH IS CATEGORIZED BY (1) OCCUPATIONAL ADAPTABILITY STUDIES, (2) JOB ANALYSIS, (3) CURRICULUM-ORIENTED WORK, (4) WORK ADJUSTMENT, AND (5) CRITIQUE. AN EXTENSIVE BIBLIOGRAPHY IS APPENDED. (GB)
ERIC: ED057182 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 1780-0793, $.30)

4197 A REVIEW AND SYNTHESIS OF RESEARCH ON WOMEN IN THE WORLD OF WORK.
KIEVIT, MARY BACH
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF

(CONT.)
4197 EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 99P.
VOCATIONAL EDUCATION, WORKING WOMEN, RESEARCH REVIEWS (PUBLICATIONS), LITERATURE REVIEWS, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), PROMOTION (OCCUPATIONAL), CAREER LADDERS, VOCATIONAL COUNSELING, OCCUPATIONAL GUIDANCE, ATTITUDES, BIBLIOGRAPHIES
MATERIALS DEALING WITH GAINFUL EMPLOYMENT OF WOMEN, OPPORTUNITIES FOR EMPLOYMENT AND ADVANCEMENT, AND MAXIMIZING OPPORTUNITIES AS A MEANS OF PERSONAL SATISFACTION AND AS A CONTRIBUTION TO SOCIETY, WERE REVIEWED FROM THE INTERNATIONAL AND NATIONAL PERSPECTIVE, AND AS CURRENT TRENDS AND ISSUES. REALIZING THAT VOCATIONAL EDUCATORS HAVE A VITAL ROLE TO PLAY IN THE FULL REALIZATION OF ECONOMIC RIGHTS FOR WOMEN, RECOMMENDATIONS FOR ACTION INCLUDE (1) INCREASING OPPORTUNITIES FOR DEVELOPING VOCATIONAL AWARENESS IN RELATION TO APTITUDES, ABILITIES, AND INTERESTS, (2) IMPROVING COUNSELING FOR CAREER CHOICE GOING BEYOND THE FEMININE OCCUPATIONS, (3) RECRUITING GIRLS INTO PROGRAMS PREPARING FOR EMPLOYMENT A WIDER RANGE OF OCCUPATIONS AND CAREER LADDERS, (4) DIRECTING ATTENTION TO PREPARATION FOR THE DUAL ROLE OF HOMEMAKER AND EMPLOYEE, AND (5) INITIATING VARIOUS RESEARCH AND ACTION EFFORTS TO MODIFY ATTITUDES OF STUDENTS, TEACHERS, PARENTS, AND EMPLOYERS WHICH PLACE ARTIFICIAL RESTRICTIONS ON OCCUPATIONS OF WOMEN. (SB)
AIM/ARM: VT014690

4198 REVIEW AND SYNTHESIS OF STRATEGIES FOR EFFECTING CHANGE IN VOCATIONAL AND TECHNICAL EDUCATION. 72
WALL, JAMES E.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 64P.
VOCATIONAL EDUCATION, TECHNICAL EDUCATION, EDUCATIONAL STRATEGIES, EDUCATIONAL CHANGE, CHANGE AGENTS, RESEARCH REVIEWS (PUBLICATIONS), BIBLIOGRAPHIES, ORGANIZATIONAL CHANGE, EDUCATIONAL PLANNING, EDUCATIONAL INNOVATION, CURRICULUM EVALUATION, EDUCATIONAL PRINCIPLES, COST FACTORS
WRITTEN AS A SYNTHESIS OF STRATEGIES FOR EFFECTING CHANGE, THIS DOCUMENT IS DIRECTED TOWARD STATE AND LOCAL EDUCATIONAL ADMINISTRATORS, SUPERVISORY PERSONNEL, RESEARCHERS, DEVELOPMENT PERSONNEL, TEACHERS, AND TEACHER EDUCATORS. IN REVIEWING THE LITERATURE IT WAS EVIDENT THAT DURING THE PAST FEW YEARS THERE HAS BEEN A GROWING EMPHASIS ON LOCAL INITIATIVE IN DEVELOPMENT ACTIVITIES AND PLANNING. LOCAL DEVELOPMENT WILL REQUIRE SUPPORT FROM FEDERAL, STATE, AND PRIVATE SOURCES, AND IMPROVED COORDINATION OF CHANGE ACTIVITIES AMONG AND BETWEEN ALL LEVELS OF THE EDUCATION STRUCTURE--FROM FEDERAL TO CLASSROOM LEVEL. THE PRIMARY FOCUS MUST ALWAYS BE ON DEVELOPING LOCAL VOCATIONAL-TECHNICAL PROGRAMS WHICH ARE CONTINUOUSLY INNOVATIVE AND SELF-RENEWING, WITH CHANGE EFFORTS DEVOTED TO IMPROVING WHAT THE TEACHER DOES AND HOW HE DOES IT. THE LITERATURE IS REVIEWED BY (1) RATIONALE FOR PLANNED CHANGE, (2) THE CHANGE PROCESS, AND (3) ALTERNATE STRATEGIES FOR IMPLEMENTATION. (JS)
AIM/ARM: VT014704

4199 A REVIEW OF INDUSTRIAL RELATIONS RESEARCH. VOLUME I. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES. 70
GINSBURG, WOODROW L.;AND OTHERS.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, MADISON, WISC.
NOTES: 260P.
COLLECTIVE BARGAINING, INDUSTRIAL RELATIONS, LABOR DEMANDS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR LEGISLATION, LABOR MARKET, LABOR SUPPLY, LABOR UNIONS, MOTIVATION TECHNIQUES, ORGANIZATIONAL CLIMATE, PERSONNEL MANAGEMENT, RESEARCH REVIEWS (PUBLICATIONS), WAGES
THIS REPORT, WITH VOLUME II SOON TO BE PUBLISHED, APPRAISES RESEARCH IN INDUSTRIAL RELATIONS SINCE 1956-57. EXPERTS ANALYZE THE CONTRIBUTIONS TO RESEARCH IN FOUR AREAS. IN THE FIRST CHAPTER, LABOR FORCE AND LABOR MARKETS ARE DISCUSSED WITHIN THE CONTEXT OF LABOR FORCE PARTICIPATION AND MOBILITY. THE SECOND CHAPTER, ON WAGES AND BENEFITS, EMPHASIZES JUDGMENTS ABOUT RESEARCH IMPLICATIONS WITH RESPECT TO COLLECTIVE BARGAINING AND PUBLIC POLICY. A CHAPTER ON ORGANIZATIONAL BEHAVIOR AND PERSONNEL RELATIONS DIVIDES ATTENTION BETWEEN PSYCHOLOGICAL AND SOCIOLOGICAL CONCERNS. THE LAST CHAPTER, ON UNION GROWTH, GOVERNMENT, AND STRUCTURE, VIEWS THE GROWTH OF UNION MEMBERSHIP AGAINST THE BACKGROUND OF NEW TECHNOLOGY AND INDUSTRIAL STRUCTURE. (AUTHOR/JF)
ERIC: ED047401 INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, 7114 SOCIAL SCIENCE BUILDING, UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN 53706 ($5.00)

4200 REVIEW OF MANPOWER DEVELOPMENTS IN 1967. APR68
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 24P.
DISADVANTAGED GROUPS, ECONOMIC FACTORS, ECONOMIC PROGRESS, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, LABOR FORCE, OCCUPATIONS, UNEMPLOYMENT
IN 1967 THE COUNTRY AVERTED AN ECONOMIC DOWNTURN AND CONTINUED INSTEAD TO COMPLETE ITS 7TH CONSECUTIVE YEAR OF EXPANSION. ALTHOUGH GAINS FOR THE YEAR AS A WHOLE WERE SMALL IN COMPARISON WITH THE SHARP ADVANCES OF THE PREVIOUS 2 YEARS, BY YEAREND, THE FORCES OF GROWTH WERE ABUNDANTLY EVIDENT AND POINTED TO A RENEWAL OF IMPROVEMENT IN THE EMPLOYMENT SITUATION. BY THE END OF 1967, THE OVERALL UNEMPLOMENT RATE AND THE RATES FOR MOST (BUT SIGNIFICANTLY NOT ALL) GROUPS IN THE LABOR FORCE WERE THE LOWEST SINCE THE KOREAN WAR. A TYPICALLY MORE-DELAYED RECOVERY CHARACTERIZED THE VULNERABLE GROUPS. LARGE NUMBERS OF THESE WORKERS HAVE ONLY RECENTLY BEGUN TO BENEFIT FROM THE ADDITIONAL JOBS, OCCUPATIONAL UPGRADING, AND RISING INCOMES THAT HAVE ACCOMPANIED HIGH AND SUSTAINED ECONOMIC GROWTH.

(CONT.)

4203 STUDENTS IN THE U.S. ARE INCLUDED. (RH)
ERIC: ED138476 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 038-000-00309-7, $0.35; MINIMUM CHARGE OF $1.00 FOR EACH MAIL ORDER)

4204 REVISED BLS PROJECTIONS TO 1980 AND 1985: AN OVERVIEW 1976
KUTSCHER, R.E.
+U.S., MONTHLY LABOR REVIEW, VOL.99, NO.3, MARCH 1976, P. 3-8.
CAPITAL INVESTMENTS, ECONOMIC GROWTH, ECONOMICS, ENERGY, FORECASTING, GOVERNMENT SPENDING, INFLATION, PRODUCTIVITY, QUANTITATIVE METHODS, RECESSION, TECHNOLOGICAL CHANGE, UNEMPLOYMENT, UNITED STATES
THE REVISED PROJECTIONS OF THE U.S. ECONOMY INDICATE A HIGHER RATE OF UNEMPLOYMENT AND A LOWER RATE OF INCREASE IN REAL GNP THAN IN EARLIER ESTIMATES. ENERGY DEPENDENCE, TECHNOLOGICAL CHANGES, DISRUPTION OF SUPPLIES, CAPITAL INVESTMENTS, ENERGY CONSERVATION, SIZE OF LABOR FORCE, PRODUCTIVITY, INFLATION, TAX STRUCTURE, GOVERNMENT SPENDING, MONEY SUPPLY, ARE DISCUSSED AMONG FACTORS THAT CAN INFLUENCE PROJECTIONS.
MGMT: UML76C0003

4205 REVISED INDUSTRY PROJECTIONS TO 1985 1976
MOONEY, T.J.; TSCHETTER, J.H.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.11, NOV 1976, P. 3-9. BIBLIOG. 6
ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, FORECASTING, GNP, PRODUCTIVITY, STATISTICS, SUPPLY AND DEMAND
THE GROWTH IN DOMESTIC OUTPUT BY INDUSTRY (ON AN INDIVIDUAL BASIS) IS PROJECTED AND COMPARED WITH ACTUAL FIGURES. GROWTH IN CIVILIAN EMPLOYMENT BY INDUSTRY IS ALSO TABULATED.
MGMT: UML76K0003

4206 REVISED OCCUPATIONAL PROJECTIONS TO 1985 1976
CAREY, M.L.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.11, NOV 1976, P. 10-22. BIBLIOG. 6
BLUE COLLAR WORKER, EMPLOYMENT, FORECASTING, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, STATISTICS, TECHNOLOGICAL CHANGE, WHITE COLLAR WORKER
TECHNOLOGICAL CHANGES WILL CAUSE EMPLOYMENT TO INCREASE IN SOME OCCUPATIONS AND TO DECREASE IN OTHERS. ACTUAL EMPLOYMENT BY OCCUPATION IN 1974 AND PROJECTED FIGURES FOR 1985 ARE TABULATED. THE NEED TO REPLACE WORKERS WHO RETIRE OR DIE WILL BE A MORE SIGNIFICANT SOURCE OF JOBS OPENINGS THAN JOB GROWTH.
MGMT: UML76K0010

4207 REVITALIZING RURAL AMERICA--PROBLEMS AND PROMISES. 23OCT67
PEARSON, JAMES B.
NOTES: 6P.
COORDINATION, ECONOMIC DEVELOPMENT, ECONOMIC OPPORTUNITIES, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, HOUSING, METROPOLITAN AREAS, MIGRATION, NEEDS, PROBLEMS, RURAL AREAS, RURAL DEVELOPMENT, RURAL ECONOMICS, RURAL YOUTH, SLUMS, SOCIAL DEVELOPMENT, UNEMPLOYMENT, VOCATIONAL EDUCATION
THE GROWING NATIONAL COMMITMENT TO THE REVITALIZATION OF RURAL AMERICA STEMS IN LARGE PART FROM RECENT PROBLEMS AND TROUBLES BEING EXPERIENCED IN URBAN AREAS. THESE PROBLEMS HAVE BEEN FURTHER AGGRAVATED BY THE RURAL TO URBAN MIGRATION WHICH TENDS TO INFLATE THE ALREADY OVERCROWDED CITIES. SOME SPECIFIC STEPS WHICH CAN BE TAKEN TO REVITALIZE OUR RURAL COMMUNITIES INCLUDE--(1) PROVISION OF MORE RURAL EMPLOYMENT OPPORTUNITIES, (2) EXPANSION OF RURAL EDUCATIONAL OPPORTUNITIES TO INCLUDE MORE VOCATIONAL EDUCATION, (3) INCREASE IN CREDIT FOR MORE RURAL BUSINESSES, (4) MORE AND IMPROVED RURAL HOUSING, (5) MORE EQUITABLE GEOGRAPHICAL DISTRIBUTION IN FEDERAL SPENDING AND PROCUREMENT PROGRAMS, (6) MORE EFFECTIVE COORDINATION OF FEDERAL PROGRAMS, (7) STRENGTHENING THE INSTITUTION OF THE FAMILY FARM. THIS SPEECH WAS PRESENTED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D. C., SPONSORED JOINTLY BY THE U. S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (ES)
ERIC: ED015074

4208 THE REVIVAL SPIRIT IN DAYTON 1975
BUSINESS WEEK, NO.2381, MAY 19, 1975, P. 124-127.
CITIES, ECONOMICS, EMPLOYMENT POLICY, GOALS AND OBJECTIVES, HOUSING, URBAN DEVELOPMENT
BUSINESS, GOVERNMENT, AND LABOR ARE COOPERATING IN DAYTON, OHIO, TO BRING NEW LIFE AND INDUSTRY TO THE CENTRAL CITY, WHICH HAD BEEN DECAYING BECAUSE INDUSTRY WAS MOVING ELSEWHERE. EMPLOYMENT HAS INCREASED TO 340,000, AND NEW BUILDINGS ARE GOING UP.
MGMT: BWE75E1994

4209 A REVOLUTION OF DECLINING EXPECTATIONS 1976
FORBES, VOL.118, NO.4, AUG 15, 1976, P. 85.
CONSUMER, CREDIT, ECONOMICS, FINANCE, INFLATION, INVESTMENT, MANAGEMENT, PRODUCTION, RESOURCE ALLOCATION, SOCIAL RESPONSIBILITY, SUPPLY AND DEMAND, UNEMPLOYMENT
POLITICIANS MAY NOT THINK IT POPULAR TO CALL FOR DEMAND MANAGEMENT, WHICH IS NECESSARY, UNLESS THERE IS TO BE SUPERINFLATION.
MGMT: FBR76H1585

4210 REWINDER OPERATOR (PAPER GOODS) 640.885--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JAN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, REWINDER OPERATOR (PAPER GOODS)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068560

4211 THE RHODE ISLAND MODEL A SIMULATION RELATING THE EDUCATIONAL SYSTEM TO THE STATE LABOR MARKET 15 OCT 76
ERICKSON, STANLEY:VENTURA, JOHN:WILSON, NANCY
NAVAL UNDERWATER SYSTEMS CENTER NEWPORT R I
NOTES: TECHNICAL DOCUMENT 98P
ECONOMIC MODELS, RHODE ISLAND, NTIS000XA
THE RHODE ISLAND MODEL IS A PROTOTYPE SIMULATION OF THE POPULATION AND ECONOMICS OF THE STATE OF RHODE ISLAND. IT FOCUSES SPECIFICALLY ON THE VOCATIONAL EDUCATION PROGRAMS CONDUCTED BY THE STATE, THEIR EFFECTS ON THE LABOR MARKET, AND THE CONSEQUENT GAINS AND LOSSES TO THE STATE IN TERMS OF UNEMPLOYMENT AND WELFARE COSTS. SINCE THE MODEL IS A PROTOTYPE, IT DOES NOT INCORPORATE DETAILED STATISTICAL DATA WHICH WOULD ALLOW ACCURATE PROJECTIONS. IT DOES HAVE THE STRUCTURE TO HANDLE SUCH DATA, HOWEVER, AND SAMPLE MODEL RUNS ARE PROVIDED TO DEMONSTRATE THE MODELS USEFULNESS. (AUTHOR)
NTIS: AD-A036 110/5ST NTIS PRICES PC A05/MF A01

4212 RICH MANS QUALIFICATIONS FOR POOR MANS JOBS 69 MAR
BERG, IVAR
TRANS:6:5:45-51
DROPOUTS, EDUCATIONAL DEMAND, EMPLOYMENT PATTERNS, EMPLOYMENT QUALIFICATIONS, JOB SKILLS, LABOR TURNOVER, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS
ERIC: EJ009089

4213 THE RIGHTS OF FEDERAL EMPLOYEES NAMED AS ALLEGED DISCRIMINATORY OFFICIALS 1977
SCHWEITZER, G.E.
PUBLIC ADMINISTRATION REVIEW, VOL.37, NO.1, JAN/FEB 1977, P. 58-63. BIBLIOG. 8
CIVIL SERVICE, DISCRIMINATION, EEO, FEDERAL GOVERNMENT, LITIGATION, MANAGER, MINORITIES, PERSONNEL MANAGEMENT, PUBLIC ADMINISTRATION, WOMEN
WHEN A FEDERAL EMPLOYEE FILES SUIT ALLEGING EMPLOYMENT DISCRIMINATION, A PARTICULAR MANAGER IS USUALLY DESIGNATED AS THE OFFENDING PARTY. SINCE THESE MANAGERS ARE NOT ACTUALLY DEFENDENTS, THEY POSSESS ONLY THE LEGAL RIGHTS OF WITNESSES. THUS THEY ARE PARTICULARLY VULNERABLE TO ADMINISTRATIVE PENALTIES SHOULD THE PLAINTIFF CARRY THE SUIT.
MGMT: PAP77A0055

4214 RIO GRANDE WETBACKS MEXICAN MIGRANT WORKERS. 72
NORQUEST, CARROL
NOTES: 159P.
ACCULTURATION, AGRICULTURE, BOOKS, BRACERO PROGRAMS, BRACEROS, CITIZENSHIP, CULTURAL BACKGROUND, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT TRENDS, INDIVIDUAL CHARACTERISTICS, MEXICAN AMERICANS, MEXICANS, RACIAL CHARACTERISTICS, SEASONAL LABORERS, LOWER RIO GRANDE VALLEY, TEXAS
FARMERS IN THE LOWER RIO GRANDE VALLEY OF TEXAS SAW A RISE OF WETBACK LABOR IN THE 1930S AND 40S. THE WETBACK LABORERS WERE MEXICANS WHO HAD CROSSED THE RIO GRANDE AND WERE IN THE UNITED STATES ILLEGALLY TO WORK. CARROL NORQUEST, A FARMER IN THE LOWER RIO GRANDE VALLEY, EMPLOYED WETBACKS REGULARLY. IN THIS BOOK, MR. NORQUEST WRITES ABOUT THE WETBACKS HE EMPLOYED, ABOUT THEIR FAMILIES, AND, IN SOME CASES, ABOUT INCIDENTS TOLD TO HIM BY HIS NEIGHBORS. MOST OF THE STORIES DATE FROM THE PERIOD WHEN WETBACK LABOR AROSE: THEY ARE TRUE STORIES WHICH TELL ABOUT THESE PEOPLE AND THEIR HOPES, HEARTBREAKS, CUSTOMS, STRUGGLES WITH THE BORDER PATROL, FEELINGS, AMBITIONS, ENVIES, KINDNESSES, AND PLAIN MEANNESSES. THE DIALOGUE USED IS A DIRECT TRANSLATION FROM THE IDIOM OF THESE PEOPLE--THE TEX-MEX OF THE BORDER. (NQ)
ERIC: ED071900 THE UNIVERSITY OF NEW MEXICO PRESS, ALBUQUERQUE, NEW MEXICO 87106 ($4.95)

4215 THE RISE IS THE HIGHEST YET 1976
BUSINESS WEEK, NO.2449, SEPT 13, 1976, P. 111.
AGRICULTURE, EARNINGS, ECONOMIC TRENDS, ECONOMICS, INCOME, INFLATION, MANUFACTURING, SOCIAL SECURITY, UNEMPLOYMENT, WAGES
THE PERSONAL INCOME ADVANCE SLOWED TO 11% IN JUNE DUE LARGELY TO SPECIAL SOCIAL SECURITY DISBURSEMENTS. FARM INCOME HAD THE HIGHEST GAIN, 34% OVER JUNE 1975.
MGMT: BWE76I13A1

4216 RITE OF PASSAGE THE CRISIS OF YOUTHS TRANSITION FROM SCHOOL TO WORK. 76
NATIONAL CHILD LABOR COMMITTEE, NEW YORK, N.Y.
NOTES: 46P.
CAREER EDUCATION, DISADVANTAGED YOUTH, EDUCATIONAL DEVELOPMENT, EDUCATIONAL NEEDS, EMPLOYMENT POTENTIAL, GOVERNMENT ROLE, LABOR LEGISLATION, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NEEDS ASSESSMENT, OUT OF SCHOOL YOUTH, POLICY FORMATION, POSTSECONDARY EDUCATION, PUBLIC POLICY, SECONDARY EDUCATION, UNDEREMPLOYED, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, YOUTH, YOUTH EMPLOYMENT, YOUTH PROGRAMS
CURRENT HIGH UNEMPLOYMENT AND UNDEREMPLOYMENT FOR ALL YOUTH, AND PARTICULARLY FOR YOUTHS FROM POOR AND MINORITY FAMILIES, LED TO THIS STUDY ON THE CRISIS OF YOUTHS TRANSITION FROM SCHOOL TO WORK. THE STUDY WAS CONDUCTED IN FOUR PHASES A REVIEW OF THE LITERATURE AND INTERVIEWS WITH WORK-FORCE EXPERTS TO IDENTIFY ISSUES AND ALTERNATIVES: AN ANALYSIS OF THE DATA AND OPINIONS GATHERED AND THE PREPARATION OF A BACKGROUND PAPER: A CRITICAL ANALYSIS OF THAT PAPER: AND THE PREPARATION OF A POSITION PAPER ON YOUTH EMPLOYMENT CONTAINING SPECIFIC POLICY AND PROGRAMMATIC RECOMMENDATIONS FOR BOTH SHORT AND LONG-TERM POLICIES. THE 16 RECOMMENDATIONS ARE PRESENTED AS A GROUP AND THEN SUBSTANTIATED INDIVIDUALLY IN DISCUSSIONS OF (1) THE BACKGROUND OF WORK AND LABOR PRACTICES, (2) THE LABOR MARKET, INCLUDING THE CURRENT JOB SITUATION, CREDENTIALISM, CHILD LABOR LAWS, AND LABOR MARKET DATA AND INFORMATION, (3) PREPARATION FOR WORK, INCLUDING EDUCATION, VOCATIONAL EDUCATION IN THE HIGH SCHOOLS, POSTSECONDARY VOCATIONAL EDUCATION, CAREER EDUCATION, YOUTH MANPOWER PROGRAMS, EVALUATION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), AND LINKAGES, AND (4) FEDERAL INVOLVEMENT IN DEALING WITH THESE ISSUES. (TA)
ERIC: ED138709 NATIONAL CHILD LABOR COMMITTEE, 145 EAST 32ND STREET, NEW YORK, NEW YORK 10016

4217 THE ROAD TO WORK TECHNICAL SCHOOL TRAINING OR DIRECTED DUTY ASSIGNMENT. APR 72
LECZNAR, WILLIAM B.
AIR FORCE HUMAN RESOURCES LAB., BROOKS AFB, TEXAS.
NOTES: 30P.
ADULT VOCATIONAL EDUCATION, COMPARATIVE ANALYSIS, ENLISTED MEN, MILITARY TRAINING, OFF THE JOB TRAINING, ON THE JOB TRAINING, TEACHING METHODS, TECHNICAL REPORTS, TRAINING TECHNIQUES
THE STUDY EXPLORED THE QUESTION OF DIFFERENCES BETWEEN AIRMEN WHO WERE ASSIGNED TO JOBS FOLLOWING GRADUATION FROM FORMAL RESIDENT TRAINING SCHOOLS AND THOSE WHO ENTERED A FIELD AS ON-THE-JOB TRAINEES. EIGHT CAREER FIELDS WHICH HAD SUBSTANTIAL NUMBERS OF AIRMAN INPUT AS LOW-ABILITY PERSONNEL UNDER PROJECT 100,000 WERE STUDIED. EVALUATIONS OF TECHNICAL SCHOOL GRADUATES AND DIRECTED DUTY ASSIGNEES WERE MADE IN TERMS OF SIX CRITERIA A JOB DIFFICULTY INDEX, AVERAGE TASK DIFFICULTY, NUMBER OF TASKS PERFORMED, JOB INTEREST, SELF-REPORT OF UTILIZATION OF TALENT AND TRAINING, AND OVERALL PERFORMANCE RATINGS. USING THE MULTIPLE LINEAR REGRESSION MODEL, WITH TIME IN SERVICE AS A CONCOMMITANT VARIABLE INTERACTING WITH THE TRAINING TYPE MEMBERSHIP CATEGORIES (I.E., RESIDENT TECHNICAL COURSE OR DIRECT ASSIGNMENT) AND WITH APTITUDE HELD CONSTANT, TESTS OF THE SIGNIFICANCE IN DIFFERENCE BETWEEN REGRESSION LINES WERE MADE. (AUTHOR)
ERIC: ED075722 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (AD-754 845, MF $0.95, HC $3.00)

4218 A ROLE MODEL APPROACH TO JOB TRANSITION FOR DISADVANTAGED COOPERATIVE HOME ECONOMICS STUDENTS. FINAL REPORT. APR 76
PESTLE, RUTH
OKLAHOMA STATE UNIV., STILLWATER. DIV. OF HOME ECONOMICS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-1711
NOTES: 127P.: APPENDIX D CONTAINING AN EXAMPLE OF NEWSPAPER PUBLICITY WAS NOT REPRODUCIBLE AND WAS REMOVED. IT IS NOT INCLUDED IN THE PAGINATION.
VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, OCCUPATIONAL HOME ECONOMICS, COOPERATIVE EDUCATION, VOCATIONAL ADJUSTMENT, ROLE MODELS, SECONDARY EDUCATION, TULSA, OKLAHOMA CITY, OKLAHOMA
THIS REPORT CONTAINS A DESCRIPTION OF A PILOT PROJECT TO IMPLEMENT A ROLE-MODEL APPROACH TO JOB TRANSITION FOR DISADVANTAGED COOPERATIVE HOME ECONOMICS STUDENTS IN TULSA AND OKLAHOMA CITY, OKLAHOMA. FROM JULY 1974 TO JANUARY 1976, 21 STUDENTS IN FOUR URBAN HIGH SCHOOLS WERE MATCHED WITH ROLE MODELS ON THE JOB. SIXTEEN OF THESE STUDENTS RETAINED THEIR JOBS. THE MATCHES INCLUDED MANY DIFFERENT COMBINATIONS OF PEOPLE OF DIFFERENT AGES, RACES, AND SEXES. A DESCRIPTION OF THE STRATEGIES, BENEFITS, AND PROBLEMS ENCOUNTERED DURING THE MATCHING PROCESS IS INCLUDED IN THE REPORT. THE STUDENTS EXPRESSED INCREASED SELF-CONFIDENCE AND SATISFACTION WITH SUPERVISION. EMPLOYERS SAW GAINS IN STUDENTS SUITABILITY FOR THE JOB, ACCEPTANCE OF SUPERVISION, AND ATTITUDES TOWARD THE PUBLIC. ALL EMPLOYERS PLANNED TO CONTINUE THE MATCHING PROCESS AFTER THE RESEARCH ENDED. ROLE MODELS EXPRESSED SATISFACTION WITH THEIR PARTICIPATION AND DISAPPOINTMENT WHEN A STUDENT QUIT A JOB. THE PROBLEMS INCURRED INCLUDED A SCARCITY OF

(CONT.)
4218 JOBS, EMPLOYER RELUCTANCE TO HIRE DISADVANTAGED STUDENTS, UNAVAILABILITY OF STUDENTS FOR WORK AT HOURS WHEN NEEDED, NEED TO KEEP RACIAL BALANCE IN BUSINESSES, AND LACK OF TRANSPORTATION. CASE STUDIES OF PARTICIPATING STUDENTS; PROJECT EVALUATIONS FROM TEACHER-COORDINATORS, EMPLOYERS, AND ROLE MODELS; AND TABULAR DATA SUMMARIES PROVIDE ADDITIONAL INFORMATION. (AUTHOR/AB)
AIM/ARM: VT103320

4219 ROLE MODELING AND ROLE PLAYING A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES. 71
BERTCHER, HARVEY;AND OTHERS
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 118P.
DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, MANUALS, MODELS, ROLE PLAYING
THIS PROJECT INVESTIGATED TWO MAJOR AREAS (1) WAYS IN WHICH SOCIAL SCIENCE RESEARCH AND EMPLOYMENT AGENCY EXPERIENCE COULD BE MELDED SO AS TO MAKE PRACTICAL KNOWLEDGE AVAILABLE TO THESE AGENCIES, AND (2) WAYS OF CONVINCING EMPLOYMENT AGENCIES TO USE THIS KNOWLEDGE. THE MANUAL RESULTING FROM THE INVESTIGATION FOCUSES ON ROLE MODELING AND ROLE PLAYING BECAUSE BOTH HAVE POTENTIAL IN IMPROVING THE EMPLOYABILITY OF DISADVANTAGED PERSONS. BOTH ALSO HAVE BEEN USED WIDELY IN EXPERIMENTAL AND DEMONSTRATION PROJECTS. THE INTENT OF THIS MANUAL IS TO SERVE AS A DIRECT AND PRACTICAL TOOL TO EMPLOYMENT AGENCIES SERVING DISADVANTAGED PERSONS. IT IS ALSO DIRECTED TO COUNSELORS, COACHES, COMMUNITY AIDES, CREW CHIEFS, VOCATIONAL INSTRUCTORS, AND BASIC EDUCATION INSTRUCTORS. (CK)
ERIC: ED053350 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (GPO 1971-0-437-211-(66))

4220 ROLE MODELING AND ROLE PLAYING IN EMPLOYABILITY DEVELOPMENT AGENCIES. A MANUAL FOR PRACTITIONERS, VOCATIONAL WORKERS, AND COUNSELORS CONTAINING PRINCIPLES, THEIR APPLICATIONS IN PRACTICE AND THEIR EMPIRICAL SOURCES 13 OCT 69
BERTCHER, HARVEY;GORDON, JESSE E.;HAYES, MICHAEL E.;MIAL, HARRY
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH.
CONTRACT NO. DL-82-24-68-34
NOTES: FINAL REPT. 118P
PERSONNEL MANAGEMENT, ROLE PLAYING, EMPLOYMENT, COUNSELING, ROLE MODELING, DISADVANTAGED GROUPS, MINORITY GROUPS
IN THE PROJECT THE STAFFS OF SIX MANPOWER AGENCIES(LOCATED IN PORTLAND, MAINE; TRENTON, NEW JERSEY; NEW YORK, DENVER, LOS ANGELES, AND SAN FRANCISCO) COOPERATED TO EXPLORE HOW SOPHISTICATED USE OF ROLE MODELING AND ROLE PLAYING TECHNIQUES COULD HELP THEM IN THEIR WORK WITH DISADVANTAGED CLIENTS. THE MANUAL IS FOR THE USE OF THOSE INDIVIDUALS WHO WORK WITH THE POOR IN THE SPHERE OF EMPLOYMENT; EMPLOYMENT AGENCY ADMINISTRATORS, VOCATIONAL INSTRUCTORS, COUNSELORS, COACHES, COMMUNITY AIDES, CREW CHIEFS. (AUTHOR)
NTIS: PB-199 840 NTIS PRICES PC$3.00 MF$0.95

4221 ROLE MODELING AND ROLE PLAYING IN EMPLOYABILITY DEVELOPMENT AGENCIES. A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES. 69
GORDON, JESSE E.;AND OTHERS
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 118P.
BEHAVIOR CHANGE, DISADVANTAGED GROUPS, INSTRUCTIONAL MATERIALS, MANUALS, MODELS, REWARDS, ROLE PLAYING, ROLE THEORY, TEACHING METHODS, UNEMPLOYED, VOCATIONAL COUNSELING
THIS MANUAL IS THE RESULT OF AN EFFORT DESIGNED TO SOLVE THE PROBLEMS OF THE UNEMPLOYED POOR. A TOTAL OF SIX AGENCIES PARTICIPATED IN THIS PROJECT AND DESIGNED THIS MANUAL WHICH FOCUSES ON ROLE MODELING AND ROLE PLAYING. THE MANUAL IS DIRECTED TOWARD THE UNSOPHISTICATED CLIENT WHO HAS HAD TOO LITTLE EXPERIENCE TO BE ABLE TO UNDERSTAND THE FAIRLY COMMON SIGNALS WHICH PEOPLE USE TO GUIDE THEIR BEHAVIOR IN NEW SITUATIONS. THE MANUAL HAS SIX SECTIONS DEALING WITH THE FOLLOWING AREAS (1) AN INTRODUCTION WHICH INCLUDES SELECTING BEHAVIORS TO BE MODELED, (2) DRAWING ATTENTION TO THE MODELS PERFORMANCE, (3) ROLE PLAYING, (4) REWARDS, (5) CHARACTERISTICS OF GOOD MODELS, AND (6) CONCLUSIONS. EACH SECTION PROVIDES PRINCIPLES INVOLVED ON THE LEFT SIDE OF THE PAGE, AND EXAMPLES FOR EACH PRINCIPLE ON THE RIGHT. AT THE BOTTOM OF THE PAGE, RELEVANT LITERATURE IS IDENTIFIED. (KJ)
ERIC: ED035030

4222 THE ROLE OF EDUCATION IN FACILITATING ADAPTATION TO TECHNOLOGICAL CHANGE AN ANALYTICAL FRAMEWORK AND REVIEW OF THE LITERATURE. JUN 76
BELL, DURAN;AND OTHERS
RAND CORP., SANTA MONICA, CALIF. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 121P.
EDUCATIONAL NEEDS, EDUCATIONAL RESPONSIBILITY, EMPLOYMENT PROBLEMS, ENGINEERS, INSTITUTIONAL ROLE, MODELS, OBSOLESCENCE, OLDER ADULTS, PERSONAL ADJUSTMENT, PHYSICIANS, ROLE CONFLICT, ROLE PERCEPTION, ROLE THEORY, SOCIAL CHANGE, SOCIAL PROBLEMS, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORKING WOMEN
A PROJECT FOCUSING ON THE ASSESSMENT OF THE EDUCATIONAL SYSTEM IN ADAPTING PEOPLE TO TECHNOLOGICAL CHANGE CONSIDERED THE PROBLEM OF ADAPTATION FOR THE WHOLE PERSON, NOT SIMPLY THE WORK ROLE, BUT ALSO THE FAMILY, CONSUMER, CITIZEN, AND OTHER ROLES FOR WHICH EDUCATIONAL ACTIVITY IS POTENTIALLY INSTRUMENTAL. THERE WERE TWO MAJOR OBJECTIVES DEVELOPMENT OF A FORMAL THEORETICAL FRAMEWORK BY WHICH THE PROBLEM COULD BE DEFINED, AND

(CONT.)
4222 APPLICATION OF THAT THEORETICAL FRAMEWORK IN TERMS OF THE EDUCATIONAL NEEDS OF SEVERAL SELECTED GROUPS. THE ANALYTICAL FRAMEWORK EMERGED FROM THE INTERACTION OF A MULTIDISCIPLINARY TEAM AND MAY BE CHARACTERIZED AS A FORMAL TREATMENT OF ROLE-THEORETIC CONCEPTS IN SOCIAL PSYCHOLOGY, USING THE WELFARE-MAXIMIZATION TECHNIQUES OF MICROECONOMIC THEORY. THE USEFULNESS OF THIS MODEL OF ADAPTATION TO TECHNOLOGICAL CHANGE WAS EXPLORED IN TERMS OF THE PROBLEMS OF ADAPTATION TO TECHNOLOGICAL CHANGE FACED SEVERALLY BY ENGINEERS (ROLE CONFLICT), PHYSICIANS (ROLE CONFLICT), MARRIED WOMEN (ROLE SEQUENCE), AND THE ELDERLY (ROLE LOSS). THE MODEL WAS USEFUL IN STRUCTURING A REVIEW OF THE LITERATURE RELEVANT TO EACH OF THE GROUPS CONSIDERED, BUT THE PAUCITY OF LITERATURE POSED A MAJOR DIFFICULTY. LITTLE RESEARCH HAS BEEN CONDUCTED ON THE NATURE OF THE ADAPTATION PROBLEMS OF THESE GROUPS, THE RESOURCES AT THEIR DISPOSAL, AND THE EFFECTIVENESS OF VARIOUS EDUCATIONAL INTERVENTIONS. IN ADDITION TO THE SUMMARY AND INTRODUCTION THE REPORT IS IN FOUR CHAPTERS, EACH WITH ITS OWN BIBLIOGRAPHY (1) A GENERAL MODEL OF ADAPTATION, (2) PROFESSIONAL OBSOLESCENCE IN ENGINEERING AND MEDICINE, (3) TECHNOLOGICAL CHANGE AND ROLE SEQUENCES SPECIAL PROBLEMS OF WOMEN, AND (4) PROBLEMS OF ADAPTATION AMONG THE ELDERLY. (HD)
ERIC: ED134799 RAND CORPORATION, SANTA MONICA, CALIFORNIA 90406 ($7.00)

4223 THE ROLE OF EDUCATION IN THE SUPPLY AND DEMAND OF EDUCATED MANPOWER. RESEARCH MEMORANDUM. OCT 74
YOUNG, KAN HUA
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J.
NOTES: 32P.
COLLEGE ROLE, EDUCATION, EDUCATIONAL DEMAND, EDUCATIONAL RESPONSIBILITY, EDUCATIONAL SUPPLY, EMPLOYMENT PROJECTIONS, INSTITUTIONAL ROLE, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MATHEMATICAL MODELS, READING LEVEL, SCHOOL ROLE, UNITED STATES
THIS DESCRIPTION OF A METHODOLOGY FOR EXAMINING THE SUPPLY OF EDUCATED MANPOWER AND THE DEMAND FOR THEIR SERVICES CONSISTS OF TWO MAJOR SECTIONS, WHICH ARE DEVOTED TO THE SUPPLY AND DEMAND OF EDUCATED MANPOWER RESPECTIVELY. IN THE FIRST SECTION, THE SUPPLY OF EDUCATED MANPOWER AND THE DEMAND FOR EDUCATIONAL INPUTS ARE CONSIDERED, THE MAIN DISCUSSION CENTERING ON PRODUCTION OF EDUCATED MANPOWER. IN AN ILLUSTRATION OF THE SUGGESTED APPROACH, EDUCATED MANPOWER IS DEFINED AS THE PERSONS WHO ATTAIN A CERTAIN READING ABILITY AT A GIVEN EDUCATIONAL LEVEL; AND THE PRODUCTION FUNCTION IS THE PRODUCTION FUNCTION OF READING ABILITY. BASED ON AN EMPIRICALLY ESTIMATED PRODUCTION FUNCTION OF READING ABILITY FOR U.S. PUBLIC SCHOOLS, THE AUTHOR EXAMINES WHETHER THE TEACHERS-DONT-COUNT HYPOTHESIS CAN BE ACCEPTED AND INDICATES HOW QUESTIONS AS TO WHETHER U.S. PUBLIC SCHOOLS OPERATE EFFICIENTLY CAN BE ANSWERED. IN THE SECOND SECTION THE DEMAND FOR EDUCATED MANPOWER AND THE SUPPLY OF OTHER GOODS AND SERVICES ARE CONSIDERED BASED ON THE PRODUCTION FUNCTIONS OF VARIOUS INDUSTRIES REQUIRING EDUCATED MANPOWER (ONLY THE AGGREGATE PRODUCTION FUNCTION, USING INCOME OR EARNING DATA AS A MEASURE OF OUTPUT, ARE EXAMINED.) THE LAST SECTION CONSIDERS SOME OF THE IMPLICATIONS AND LIMITATIONS OF THE STUDY. (AUTHOR/WL)
ERIC: ED137556

4224 THE ROLE OF EVALUATION UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 1974
REILLY, F.
ADHERENT, VOL.1, NO.1, OCTOBER 1974, P. 47-52.
COST BENEFIT ANALYSIS, EMPLOYMENT POLICY, EVALUATION, FINANCIAL REPORT, HUMAN RESOURCE DEVELOPMENT, INFORMATION PROCESSING, PERFORMANCE, PLANNING, POVERTY, TRAINING AND DEVELOPMENT
DISCUSSES THE INCREASINGLY DIVERSE NEEDS FOR EVALUATION OF MANPOWER TRAINING PROGRAMS BROUGHT ABOUT BY THE IMPLEMENTATION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973.
MGMT: ADM74J0047

4225 THE ROLE OF LABOR MARKET CONDITIONS IN DETERMINING THE QUANTUM OF U.S. EXPORTS 1976
HALE, C.W.; MCGOWEN, J.N.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.29, NO.1, FALL 1976, P. 22-30. BIBLIOG. 35
ECONOMIC THEORY, ECONOMICS, EXPORT, LABOR MARKET, MANUFACTURING, QUANTITATIVE METHODS, REGRESSION ANALYSIS, UNITED STATES, WAGES
DEVELOPS AN ANALYTICAL ECONOMIC LINK BETWEEN LOCAL LABOR MARKET CONDITIONS AND THE EXPORT POSITION OF THE U.S. FIFTEEN URBAN LABOR MARKET AREAS ARE USED AS THE BASIC UNIT OF PHILLIPS CURVE ANALYSIS. PRICES PLAY A SIGNIFICANT ROLE IN EXPLAINING URBAN MANUFACTURING EXPORTS.
MGMT: JEB76R0022

4226 THE ROLE OF LABOR, MANAGEMENT, A UNIVERSITY, AND PUBLIC VOCATIONAL REHABILITATION AGENCY IN SERVING DISABLED, DISADVANTAGED WORKERS. FINAL REPORT, 1963-71. JUN 71
HUMZA, ALBERT J.
NEW JERSEY STATE DEPT. OF LABOR AND INDUSTRY, TRENTON. REHABILITATION COMMISSION.
NOTES: 192P.
ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, FRINGE BENEFITS, HANDICAPPED, INDUSTRIAL RELATIONS, LABOR FORCE, MANAGEMENT, MANPOWER UTILIZATION, PROGRAM DESCRIPTIONS, PUBLIC HEALTH, REHABILITATION COUNSELING, REHABILITATION PROGRAMS, VOCATIONAL REHABILITATION
A 1963-1971 LABOR-MANAGEMENT-REHABILITATION (LMR) PROJECT REVEALED REHABILITATION GAPS IN HEALTH BENEFIT PLANS. INSTANCES WHERE FORMAL JOB SECURITY WAS BASED ON THE

(CONT.)
4226 CONTRACTUAL PRINCIPLES OF SENIORITY AND ABILITY AND GENERAL LACK OF RETRAINING AND EDUCATION PROVISIONS FOR DISABLED EMPLOYEES WHO SOUGHT NEW JOBS. THE INVESTIGATORS SOUGHT TO FIND DISABLED WORKERS AND MEMBERS OF THEIR FAMILIES THROUGH THEIR WORK ORGANIZATIONS, TO DELIVER AVAILABLE PUBLIC REHABILITATION SERVICES TO THEM, TO CONDUCT A MULTI-LEVEL EDUCATION PROGRAM ON WORK STRUCTURES AND VOCATIONAL REHABILITATION FOR BOTH LABOR LEADERS AND REHABILITATION COUNSELORS, AND TO RESEARCH THE VOCATIONAL REHABILITATION WORLD OF WORKPLACE AND DISABLED WORKERS. (AUTHOR)
ERIC: ED075720 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-214 488, MF $0.95, HC $3.00)

4227 THE ROLE OF MIGRATION IN LABOR MARKET ADJUSTMENT. JUN 70
RENSHAW, VERNON
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 248P.; PH.D. DISSERTATION, MASSACHUSETTS INSTITUTE OF TECHNOLOGY
ECONOMIC CLIMATE, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, LABOR ECONOMICS, LABOR MARKET, MIGRATION, MIGRATION PATTERNS
THIS STUDY EXAMINES THE RELATIONSHIP BETWEEN GROSS MIGRATION FLOWS AND THE AVAILABILITY OF JOBS. AN APPARENT LACK OF CORRELATION BETWEEN LEVEL OF ECONOMIC OPPORTUNITIES AND LEVEL OF MIGRATION IS ATTRIBUTED TO THE USE OF CROSS-SECTIONAL DATA, WHICH IS BIASED BECAUSE PEOPLE IN AREAS WITH RAPIDLY EXPANDING JOB OPPORTUNITIES TEND TO BE RELATIVELY MORE MOBILE. NEW TIME SERIES DATA ON MIGRATION IN METROPOLITAN AREAS WERE USED, PERMITTING CONTROLS FOR STABLE DIFFERENCES IN LABOR MOBILITY BETWEEN AREAS. THE NEW DATA RESULTS IN A SIGNIFICANT NEGATIVE RELATIONSHIP BETWEEN OUT-MIGRATION AND EMPLOYMENT CHANGE. (BH)
ERIC: ED058405 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 192 149, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

4228 THE ROLE OF OCCUPATIONAL STATUS IN THE CAREER ASPIRATIONS OF BLACK WOMEN MAR 77
DIXON-ALTENOR, CAROLYN;ALTENOR, AIDAN
VOCATIONAL GUIDANCE QUARTERLY;25;3;211-215
NEGRO STUDENTS, OCCUPATIONAL ASPIRATION, CAREER CHOICE, DECISION MAKING, STATUS NEED, RESEARCH PROJECTS, COLLEGE STUDENTS, HIGHER EDUCATION
AN INVESTIGATION OF THE FACTORS THAT AFFECT THE CAREER ASPIRATIONS OF BLACK COLLEGE WOMEN REVEALED THAT OCCUPATIONAL STATUS IS AN OVERDETERMINING FACTOR. (AUTHOR)
ERIC: EJ156727

4229 THE ROLE OF PRISON INDUSTRIES NOW AND IN THE FUTURE A PLANNING STUDY. 18 AUG 75
GEORGETOWN UNIV. LAW CENTER, WASHINGTON, D.C. INST. OF CRIMINAL LAW AND PROCEDURE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 66P.
COMPARATIVE ANALYSIS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, FEDERAL LEGISLATION, INDUSTRIAL TRAINING, INDUSTRY, LABOR CONDITIONS, POLICY FORMATION, PROGRAM COSTS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, PROGRAM PLANNING, PRISON INDUSTRIES
THE INSTITUTE OF CRIMINAL LAW AND PROCEDURE ANALYZES THE MERITS, LIMITIATIONS, AND PROBLEMS OF VARIOUS APPROACHES TO PRISON INDUSTRY AND RECOMMENDS MEASURES AND PROGRAMS TO IMPROVE INDUSTRIES. FEDERAL AND STATE LEGISLATION AFFECTING PRISON INDUSTRIES WERE EXAMINED, SEVERAL PRISON INDUSTRIES WERE VISITED, AND THE LITERATURE OF PRISON INDUSTRIES WAS REVIEWED. THE STUDYS FINDINGS ARE THESE PRISON INDUSTRIES EXIST IN THE CONTEXT OF CORRECTIONAL SYSTEMS WHOSE FUTURE DIMENSIONS ARE UNKNOWN AND WHOSE PURPOSES ARE UNCLEAR. THEREFORE, BEFORE EFFECTIVE PRISON INDUSTRY PLANNING CAN TAKE PLACE, AGREEMENT MUST BE REACHED AS TO UNDERLYING CORRECTIONAL PHILOSOPHY AND AS TO THE EXPECTED NUMBERS AND DISTRIBUTION OF OFFENDERS IN THE CORRECTIONAL SYSTEM. PRISON INDUSTRIES TODAY DO NOT ACHIEVE THEIR TRADITIONAL GOALS AND SHOULD BE MODIFIED (POSSIBLY ELIMINATED). INTELLIGENT MODIFICATION WILL BE POSSIBLE ONLY WITH BETTER INFORMATION ON THE TRUE COSTS OF PRISON INDUSTRIES AS DETERMINED THROUGH STANDARDIZED ACCOUNTING PROCEDURES. PRISON INDUSTRIES SHOULD PROVIDE A REAL WORK EXPERIENCE, INCLUDING FULL WORK DAYS, JOB COMPENSATION, MINIMUM WAGE, AND MERIT INCREASES IN PAY. NEW AND CLOSER RELATIONSHIPS WITH PRIVATE INDUSTRY CAN BENEFIT PRISON INDUSTRY. FINALLY, LAWS RESTRICTING PRISON PRODUCTION AND MARKETING SHOULD BE REPEALED. (AUTHOR)
ERIC: ED117441

4230 THE ROLE OF RELATED INSTRUCTION IN APPRENTICESHIP TRAINING. (A PILOT STUDY.) DEC 73
SWANSON, STEVEN M.;AND OTHERS
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 145P.
APPRENTICESHIPS, CONSTRUCTION INDUSTRY, ELECTRICIANS, ENGINEERING TECHNICIANS, ENGINEERS, INDUSTRIAL TRAINING, JOB TRAINING, MACHINISTS, OFF THE JOB TRAINING, ON THE JOB TRAINING, TASK PERFORMANCE, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, MANPOWER RESEARCH
THIS PILOT RESEARCH PROJECT ANALYZES THE ROLE RELATED CLASSROOM INSTRUCTION PLAYS IN TRAINING JOURNEYMEN IN THREE BOSTON AREA TRADES-MACHINIST, ELECTRICIAN, AND OPERATING ENGINEER. INFORMATION WAS GATHERED FROM APPRENTICES, JOURNEYMEN, APPRENTICE COORDINATORS, AND OTHERS BY MEANS OF PERSONAL INTERVIEWS AND/OR MAIL QUESTIONNAIRES. THE DATA WERE USED TO ESTIMATE THE IMPACT OF RELATED INSTRUCTION ON INDIVIDUAL JOB PERFORMANCE. THE PRINCIPAL HYPOTHESIS WAS THAT RELATED INSTRUCTION HAS MULTIPLE ROLES, VARYING BY TRADE AND THE PARTICULAR OBJECTIVES OF DIFFERENT SPONSORS. IT WAS POSSIBLE TO

(CONT.)
4230 IDENTIFY THE INDEPENDENT EFFECT OF RELATED INSTRUCTION ON JOB PERFORMANCE. IN ALL THREE CRAFTS THE PRIMARY OBJECTIVE OF RELATED INSTRUCTION WAS TO EQUIP APPRENTICES WITH THE TECHNICAL KNOWLEDGE AND MANIPULATIVE SKILLS TO BECOME VERSATILE ALL ROUND JOURNEYMEN. ONLY IN THE ELECTRICAL TRADE DID RELATED INSTRUCTION SEEM TO OFFER A SIGNIFICANT EXPLANATION OF THE VARIATION IN INDIVIDUAL PERFORMANCE. IT WAS ALMOST IMPOSSIBLE TO COORDINATE RELATED INSTRUCTION WITH ON-THE-JOB TRAINING IN CONSTRUCTION. IN THE MACHINIST TRADE, THE DEGREE OF COORDINATION VARIED FROM FIRM TO FIRM. (AUTHOR/SA)
ERIC: ED090378 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

4231 THE ROLE OF STRUCTURAL FACTORS IN LIMITING WOMENS INSTITUTIONAL PARTICIPATION 1976
ZELLMAN, G.L.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 33-46. BIBLIOG. 52
DISCRIMINATION, EEO, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, LABOR FORCE, LEGISLATION, PSYCHOLOGY, SOCIAL CHANGE, SOCIAL ISSUES, TRAINING AND DEVELOPMENT, WOMEN, WOMEN IN BUSINESS
THE OCCUPATIONAL CAREERS OF WOMEN TEND NOT TO BE CONTINUOUS. FAMILY ROLES, SEX SEGREGATION, NONPROVISION OF TRAINING, THE FEMALE CULTURE, DIFFERENT LIFE EXPECTANCIES ARE DISCUSSED AS STRUCTURAL BARRIERS TO FEMALE PARTICIPATION. THE VALUES BENEATH THESE INSTITUTIONS ARE UNDERGOING SUBSTANTIAL CHANGE WHICH IS REFLECTED IN LEGISLATION AND INSTITUTIONS.
MGMT: JSI76P0033

4232 THE ROLE OF THE COACH IN PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
BURLESON, ERICA
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 49P.: FOR RELATED DOCUMENTS, SEE CE 001 305-318
ADJUSTMENT (TO ENVIRONMENT), CASE STUDIES, COMMUNITY RESOURCES, EMOTIONALLY DISTURBED, EMPLOYEE RESPONSIBILITY, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PROGRAMS, FAMILY PROBLEMS, HANDICAPPED, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, PHYSICALLY HANDICAPPED, PILOT PROJECTS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, WORK ATTITUDES, WORK EXPERIENCE, JOB COACHES, MANPOWER RESEARCH, PARAPROFESSIONALS, VERMONT
THIS REPORT DESCRIBES ON A FIRST-HAND BASIS THE ROLE PLAYED BY THE COACH IN THE VERMONT EXPERIMENTAL AND DEMONSTRATION MANPOWER PILOT PROJECT. THE PARAPROFESSIONAL COACH, OR EMPLOYMENT SERVICE AIDE, ACTS AS A CLIENT ADVOCATE WHO HELPS THE CLIENT ADJUST TO A WORK ENVIRONMENT. AS ONE PART OF A THREE MEMBER EMPLOYABILITY TEAM, THE COACHS DUTIES BEGIN AFTER THE CLIENT HAS BEEN ACCEPTED FOR PLACEMENT IN A SPECIAL WORK TRAINING SITUATION. CONSTANT COMMUNICATION IS MAINTAINED UNTIL THE CLIENTS BARRIERS TO EMPLOYABILITY ARE OVERCOME. RESPONSIBILITIES OF THE COACH VARY FROM ACQUAINTING THE PROGRAM ENROLLEE WITH SIMULATED INTERVIEWS, TO HELPING RESOLVE FAMILY FRICTION WHICH MAY HINDER THE INDIVIDUALS EFFECTIVENESS. DESCRIBED HERE IS A CASE STUDY OF ONE MAN WHO WAS HELPED TO OVERCOME PHYSICAL AND EMOTIONAL HANDICAPS SO HE MIGHT QUALIFY FOR A DESIRED JOB. A DAY-BY-DAY NARRATION CHRONICLES THE COACHS EXPERIENCE WITH THIS UNIQUE SITUATION. (ALSO INCLUDED IS A ONE-ITEM BIBLIOGRAPHY.) (AUTHOR)
ERIC: ED094256 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

4233 THE ROLE OF THE COMMUNITY ACTION PROGRAM IN THE SOLUTION OF RURAL YOUTH MANPOWER PROBLEMS. JUN66
WILLIAMS, J. EARL
NEW YORK UNIV., N.Y. GRADUATE SCHOOL OF SOCIAL WORK.
NOTES: 20P.
ACTION PROGRAMS (COMMUNITY), AGRICULTURAL EDUCATION, AGRICULTURAL LABORERS, COOPERATIVE PROGRAMS, FINANCIAL SUPPORT, HUMAN RESOURCES, INFORMATION CENTERS, JOB MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, OFF FARM AGRICULTURAL OCCUPATIONS, ON THE JOB TRAINING, RURAL ENVIRONMENT, RURAL SCHOOLS, RURAL URBAN DIFFERENCES, RURAL YOUTH, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYED, VOCATIONAL TRAINING CENTERS, MDTA
SUBSTANTIAL POVERTY IN RURAL AREAS HAS BEEN CAUSED BY UNEMPLOYMENT DUE TO THE TECHNOLOGICAL REVOLUTION WHICH HAS MECHANIZED AGRICULTURAL OCCUPATIONS WHICH HAVE BEEN THE EXCLUSIVE DOMAIN OF THE FARM LABORER. A WELL-ORGANIZED COMMUNITY ACTION PROGRAM PROVIDES A MEANS OF EFFECTIVELY COMBATING THE RATE OF UNEMPLOYMENT WHICH IS ESPECIALLY HIGH AMONG YOUTH. SUGGESTIONS FOR A COMPREHENSIVE COMMUNITY ACTION PROGRAM INCLUDE--(1) AN INFORMATION CENTER TO DISSEMINATE INFORMATION CONCERNING EDUCATIONAL AND EMPLOYMENT OPPORTUNITIES, (2) A PERIODICALLY UPDATED SURVEY OF COMMUNITY, INDIVIDUAL, AND INDUSTRIAL NEEDS, (3) A REFERRAL SERVICE TO PLACE THE INDIVIDUAL IN THE JOB FOR WHICH HE IS BEST PREPARED, OR TO REFER HIM TO THE PROPER PROGRAM FOR FURTHER TRAINING, (4) A COMPREHENSIVE VOCATIONAL TRAINING PROGRAM IN SUCH AREAS AS AGRICULTURE AND RURAL NON-FARM OCCUPATIONS WHICH ARE DEVELOPING ON RURAL FRINGES OF URBAN AREAS, (5) A JOB DEVELOPMENT PROGRAM TO ENCOURAGE LOCAL EMPLOYERS TO INITIATE THEIR OWN SPECIALIZED TRAINING PROGRAMS, (6) AN ON-THE-JOB TRAINING PROGRAM FOR YOUTH WHO ARE UNABLE TO RETURN TO SCHOOL, AND, (7) A MULTI-COUNTY PROGRAM IN REGIONS WHERE THE SPARSE POPULATION WOULD RENDER LOCAL PROGRAMS IMPRACTICAL. (DA)
ERIC: ED020068

4234 THE ROLE OF THE COUNSELOR IN PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
GIBBONS, CHRISTINA
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 74P.: FOR RELATED DOCUMENTS, SEE CE 001 805-818
CASE STUDIES, COUNSELING, COUNSELING EFFECTIVENESS, COUNSELOR ACCEPTANCE, COUNSELOR FUNCTIONS, COUNSELOR ROLE, EMPLOYMENT PROGRAMS, HANDICAPPED, LOW INCOME GROUPS, MOTIVATION, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, REHABILITATION, REHABILITATION COUNSELING, SOCIAL WELFARE, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE, MANPOWER RESEARCH, VERMONT
THE ENSUING REPORT IS A COUNSELORS FIRST HAND ACCOUNT OF HER EXPERIENCE WITH VERMONTS MANPOWER PILOT PROJECT ON PUBLIC SERVICE EMPLOYMENT. THIS STATEWIDE PROJECT WAS DESIGNED TO TEST TEMPORARY SUBSIDIZED EMPLOYMENT IN NONPROFIT AGENCIES FOR LOW INCOME CLIENTS. THE REPORT DESCRIBES AND REFERS TO MANY CASE STUDIES, SPECIFICALLY THOSE WHO ENTERED THE PROGRAM BECAUSE THEY WERE LIABLE FOR THE SUPPORT OF CHILDREN AND ALSO HAD NO OR LOW INCOME. ALTHOUGH THE PROGRAM ORIGINALLY WAS COMMITTED TOWARD HELPING HARD-CORE UNEMPLOYABLES, EMPHASIS WAS SHIFTED TO THOSE WHO EVIDENCED FEWER, LESS SEVERE BARRIERS TO EMPLOYMENT. CLIENTS WERE PLACED IN SUBSIDIZED EMPLOYMENT FOR 6 MONTHS, WITH THE EXCEPTATION THAT THEIR WORK EXPERIENCE WOULD LEAD TO PERMANENT, NONSUBSIDIZED EMPLOYMENT. THE COUNSELOR DEVOTED HER ENERGIES TO HELP THE CLIENT OVERCOME HIS MAJOR BARRIERS TO EMPLOYMENT, SUCH AS TRANSPORTATION, CHILD CARE, AND JOB ATTITUDE. (ALSO INCLUDED ARE 11 APPENDIXES AND A TWO-ITEM BIBLIOGRAPHY.) (AUTHOR)
ERIC: ED094258 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.30)

4235 THE ROLE OF THE FEDERAL GOVERNMENT IN TECHNOLOGICAL FORECASTING JAN 66
SCHON, DONALD
INTERAGENCY TASK GROUP ON TECHNOLOGICAL FORECASTING IN THE FEDERAL GOVERNMENT, WASHINGTON, D. C.
CONTRACT NO. :
NOTES: :
UNITED STATES GOVERNMENT, ECONOMICS, MANPOWER STUDIES, AUTOMATION, AUTOMATION, ECONOMICS, ECONOMICS, AUTOMATION, FORECASTING
IN FEBRUARY 1965, AN INTERAGENCY TASK GROUP WAS FORMED. ITS PURPOSE WAS TO INVESTIGATE THE CURRENT ROLE AND THE POSSIBLE FUTURE ROLE OF TECHNOLOGICAL FORECASTING IN THE FEDERAL GOVERNMENT, WITH PARTICULAR EMPHASIS ON THE RELEVANCE OF TECHNOLOGICAL FORECASTING TO MANPOWER PROBLEMS, POLICIES AND PROGRAMS. SPECIFICALLY, THE INVESTIGATION WAS TO FOCUS ON 1. ACTION POINTS IN GOVERNMENT AT WHICH TECHNOLOGICAL FORECASTING MIGHT BE USEFUL AND USED, IF AVAILABLE. 2. CRITERIA FOR INFORMATION AT THOSE ACTION POINTS. 3. CURRENT TECHNOLOGICAL FORECASTING ACTIVITIES AND METHODOLOGIES AND THEIR ADEQUACY TO FEDERAL REQUIREMENTS. FROM ITS FINDINGS, THE TASK GROUP RECOMMENDED THE ESTABLISHMENT OF MUNICIPAL AND REGIONAL FORECASTING CENTERS, COUPLED TO LOCAL MANPOWER ADJUSTMENT ORGANIZATIONS AND ACTIVITIES. IT ALSO RECOMMENDED ASSIGNMENT TO A FEDERAL AGENCY OF RESPONSIBILITY FOR PROVIDING NATIONAL DATA, TREND AND POLICY INPUTS TO THESE LOCAL CENTERS: FOR CO-ORDINATING THEIR ACTIVITIES, AND FOR DEVELOPING AND EVALUATING FORECAST METHODOLOGY FOR BROAD USE IN THE FEDERAL GOVERNMENT. (AUTHOR)
NTIS: PB-170 539-1 CFSTI PRICES PC$1.00 MF$0.50

4236 ROLE OF THE PERSONNEL MANAGER IN MANPOWER FOLLOW-UP SERVICES FEB 74
WORTHAN, MAX S., JR.:FORST, LELAND I.
PERSONNEL JOURNAL:53:2:98-103
PERSONNEL MANAGEMENT, MANPOWER DEVELOPMENT, VOCATIONAL FOLLOWUP, DISADVANTAGED GROUPS, MINORITY GROUPS, TEAM ADMINISTRATION, CONCENTRATED EMPLOYMENT PROGRAM
EFFECTS OF FOLLOWUP SERVICES (NUMBER OF CLIENTS STILL EMPLOYED AT PLACEMENTS AND EMPLOYEE RETENTION RATE) ON 234 DISADVANTAGED MANPOWER PROGRAM PARTICIPANTS WERE STUDIED IN AN EASTERN METROPOLITAN CONCENTRATED EMPLOYMENT PROGRAM. AN ORGANIZATIONAL TEAM APPROACH (FELLOW EMPLOYEE, SUPERVISOR, AND PERSONNEL MANAGER) IS PROPOSED AS A SUPPORTIVE FOLLOWUP LINK FOR DISADVANTAGED CLIENTS. (EA)
ERIC: EJ092318

4237 THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE 1975-1985. FINAL REPORT. 30 NOV 75
INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 174P.: JOINT CONFERENCE OF THE U.S. DEPARTMENT OF LABOR, MANPOWER ADMINISTRATION, AND THE INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC. (CHICAGO, ILLINOIS, APRIL 22-24, 1975)
CONFERENCE REPORTS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL STATE RELATIONSHIP, FINANCIAL NEEDS, FOREIGN COUNTRIES, FUTURES (OF SOCIETY), GOVERNMENT ROLE, LOCAL GOVERNMENT
THE CONFERENCE REPORT FOCUSES ON THREE PROBLEM AREAS THE ROLE AND OBJECTIVES OF THE EMPLOYMENT SERVICE IN MEETING SOCIETYS NEEDS: FEDERAL, STATE, AND LOCAL RESPONSIBILITIES AND RELATIONSHIPS IN PUBLIC EMPLOYMENT SERVICE: AND FINANCING THE PUBLIC EMPLOYMENT SERVICE. THE REPORT CONTAINS WORKSHOP REPORTS ON EACH OF THE THREE PROBLEM AREAS PRESENTED BY CHARLES E. ODELL, MARY A. HALLAREN, AND CURTIS ALLER. THE BODY OF THE REPORT (121 PAGES) CONSISTS OF ADDRESSES AND PAPERS PRESENTED BY JACOB CLAYMAN, J. S. CRAIGER, EDWARD L. CUSHMAN, AND ELI GINZBERG DISCUSSING THE FIRST PROBLEM AREA: WILLIAM L. HEARTWELL, THOMAS C. MALONEY, PHILIP J. RUTLEDGE, AND NATHANIEL L. SEMPLE DISCUSSING THE SECOND PROBLEM AREA: AND GERALDINE M. BEIDEMAN, LEONARD LESSER, AND HENRY ROTHELL

(CONT.)

4237 DISCUSSING THE THIRD PROBLEM AREA. IN ADDITION, WILLIAM H. KOLBERG KEYNOTED WITH A SPEECH ON MANDATES AND ISSUES CONFRONTING THE PUBLIC EMPLOYMENT SERVICE, AND BEATRICE G. REUBENS DISCUSSED THE EMPLOYMENT SERVICE IN FOREIGN COUNTRIES. EDITED CONCLUDING STATEMENTS OF WILLIAM B. LEWIS, MURRAY COMAROW, F. J. WALSH, AND WILLIAM H. KOLBERG ARE ALSO INCLUDED IN THE REPORT. APPENDIXES COVERING 30 PAGES INCLUDE THE CONFERENCE AGENDA, POINTS CONSIDERED IN PREPARATION OF FORMAL PAPERS, A SUMMARY OF ORGANIZATIONS PARTICIPATING, A LIST OF PARTICIPANTS, AND JOBS--A DESCRIPTION OF A FILM PRESENTATION. (JR)
ERIC: ED117467

4238 THE ROLE OF THE UNITED STATES EMPLOYMENT SERVICE IN A CHANGING ECONOMY. STUDIES IN EMPLOYMENT AND UNEMPLOYMENT. FEB 64
HABER, WILLIAM;KRUGER, DANIEL
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 129P.
AGENCIES, AGENCY ROLE, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, HISTORICAL REVIEWS, JOB PLACEMENT, JOB TRAINING, LABOR MARKET, MANPOWER UTILIZATION, ORGANIZATIONAL CHANGE, PROGRAM ADMINISTRATION, PROGRAM IMPROVEMENT, VOCATIONAL COUNSELING, UNITED STATES EMPLOYMENT SERVICE, USES
THIS MONOGRAPH EXAMINES THE DEVELOPMENTS WHICH HAVE INFLUENCED THE UNITED STATES EMPLOYMENT SERVICE DURING THE 30 YEARS OF ITS HISTORY, SINCE THE WAGNER-PEYSER ACT OF 1933. THE MAJOR SOCIAL AND ECONOMIC DEVELOPMENTS, THE ENABLING LEGISLATION, AND THE ISSUES AND PROBLEMS REGARDING THE PROPER ROLE OF THAT SERVICE ARE DISCUSSED. SOME OF THE HISTORICAL ROOTS OF EMPLOYMENT SERVICE CONCEPTS ARE TRACED AS FAR BACK AS 1834. THE VARIOUS SERVICES AVAILABLE THROUGH THE EMPLOYMENT SERVICE SUCH AS PLACEMENT COUNSELING, LABOR MARKET INFORMATION AND RESEARCH, INDUSTRIAL SERVICES, TRAINING, AND OTHERS ARE DESCRIBED AND THE RATIONALE FOR THEIR EXISTENCE IS PRESENTED. SOME OF THE PROBLEMS AND ISSUES ANALYZED ARE (1) FOR WHOM IS THE EMPLOYMENT SERVICE INTENDED, (2) RELATIONSHIPS WITH COLLEGES AND UNIVERSITIES, (3) RELATIONSHIPS WITH PRIVATE EMPLOYMENT AGENCIES, AND (4) FEDERALIZATION VERSUS FEDERAL-STATE SYSTEM. A VARIETY OF PROPOSALS FOR STRENGTHENING AND IMPROVEMENT ARE PRESENTED ALONG WITH A CRITICAL DISCUSSION OF THE PROPOSALS. SEVEN SPECIFIC SUGGESTIONS FOR IMPROVEMENT ARE ADVANCED IN THE AREAS OF FEDERAL LEADERSHIP, FINANCE, EVALUATION, PERSONNEL, LOCAL OFFICE OPERATIONS, COMMUNITY SUPPORT, AND RESEARCH. TABLES AND ORGANIZATION CHARTS ARE INCLUDED. (ET)
ERIC: ED029957 W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 1101 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. 20036 (WITHOUT CHARGE)

4239 THE ROLE OF WOMEN IN THE WORKFORCE (A BIBLIOGRAPHY WITH ABSTRACTS) MAR 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-FEB 77 222P
BIBLIOGRAPHIES, FEMALES, MANPOWER UTILIZATION, NTISNTIS
MANPOWER STUDIES, PERSONNEL SELECTION, QUALIFICATIONS, SALARY STUDIES, AND CAREERS OF WOMEN ARE EXAMINED IN THE REPORTS CITED. INCLUDED ARE STUDIES ON LABOR FORCE PARTICIPATION, SALARY DISCRIMINATION, WOMEN IN THE ARMED FORCES, AND MOTIVATIONS TO WORK. TOPICS EXCLUDED ARE TRAINING OF DISADVANTAGED GROUPS, WELFARE PROGRAMS, PHYSIOLOGICAL STUDIES, AND VOCATIONAL GUIDANCE. (THIS UPDATED BIBLIOGRAPHY CONTAINS 217 ABSTRACTS, 46 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0103/0ST NTIS PRICES PC N01/MF N01

4240 ROLE PERFORMANCE AND COMMITMENT TO THE ORGANIZATION. JAN 72
FRANKLIN, JACK L.
INDIANA UNIV., BLOOMINGTON. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 187P.; PH.D. DISSERTATION, INDIANA UNIVERSITY
JOB SATISFACTION, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL DEVELOPMENT, ORGANIZATIONS (GROUPS), PRODUCTIVITY, ROLE PERCEPTION, SKILLED WORKERS, TASK PERFORMANCE, WORK ATTITUDES, THEORY OF COMPLIANCE
REPORT EXAMINES THE RELATIONSHIPS BETWEEN THE POWER EXERCISED BY AN ORGANIZATION, COMMITMENT TO THE ORGANIZATION, AND TASK PERFORMANCE, USING THE THEORY OF COMPLIANCE PROPOSED BY ETZIONI FOR THE FOLLOWING HYPOTHESES (1) ORGANIZATIONS RELYING MOSTLY ON NORMATIVE POWER TEND TO ELICIT MORE COMMITMENT FROM LOWER PARTICIPANTS THAN DO ORGANIZATIONS USING MAINLY UTILITARIAN POWER. (2) COMMITMENT TO THE ORGANIZATION HAS A GREATER INFLUENCE ON TASK PERFORMANCE IN NORMATIVE ORGANIZATIONS THAN IN UTILITARIAN ORGANIZATIONS. (3) COMMITMENT TO THE INFORMAL WORK GROUP HAS A GREATER EFFECT ON TASK PERFORMANCE IN NORMATIVE ORGANIZATIONS COMPARED WITH UTILITARIAN ORGANIZATIONS. THE FIRST HYPOTHESIS IS SUPPORTED BY FINDINGS; THE SECOND RECEIVES MIXED SUPPORT AND THE THIRD IS NOT SUPPORTED. THE THEORY OF COMPLIANCE IS EXTENDED AND REFINED TO COVER FINDINGS. SEVERAL EQUATIONS ARE DEVELOPED AS AIDS TO ORGANIZATIONS SEEKING TO INCREASE PRODUCTIVITY. (NTIS)
ERIC: ED081943 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-207 345, MF $1.45, HC $3.00)

4241 ROOFER, COMPOSITION (CONST.) 7-31.100--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.

(CONT.)
4241 APTITUDE TESTS, CONSTRUCTION (PROCESS), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, ROOFERS, TEST RELIABILITY, TEST VALIDITY, TRADE AND INDUSTRIAL EDUCATION, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065565

4242 ROOFING. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 20P.: FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, ROOFERS, ROOFING, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE ROOFING TRADE AS RECOMMENDED BY SUCCESSFUL ROOFERS. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE STUDENTS TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A ROOFER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN ROOFING WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY: BLUEPRINT READING AND PLANNING: LABOR AND MATERIAL ESTIMATING: TOOLS AND EQUIPMENT: FOOTING AND FOUNDATION: AND MEASURING, LAY OUT, CUTTING, AND INSTALLATION. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128563

4243 ROOM CLERK (HOTEL AND REST.) 1-07.60--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ROOM CLERKS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069776

4244 THE ROOTS OF ALIENATION F 73
BRONFENBRENNER, URIE
J-NAWDAC:37:1:3-17
CHILD REARING, YOUTH PROBLEMS, DISADVANTAGED YOUTH, PARENT CHILD RELATIONSHIP, SOCIAL ISOLATION, CHILD RESPONSIBILITY, NEIGHBORHOOD CENTERS, FAMILY PROBLEMS, WORKING HOURS, FEMINISM, WORK ATTITUDES
ALIENATION IN OUR SOCIETY TAKES SEVERAL FORMS--WITHDRAWAL, HOSTILITY, OR EFFORTS TO REFORM. THE AUTHOR TRACES THE ROOTS OF ALIENATION TO OUR NEGLECT OF MANY OF THE NEEDS OF CHILDREN, PARTICULARLY THEIR NEED FOR INTERACTION WITH ADULTS. AMONG HIS MANY RECOMMENDATIONS ARE MODIFIED WORK SCHEDULES TO PERMIT MORE TIME WITH CHILDREN AND SYSTEMS FOR ACQUAINTING CHILDREN WITH ADULTS AS WORKERS. PRESENTED AT THE JOINT CONVENTIONS OF NAWDAC AND THE AMERICAN COLLEGE PERSONNEL ASSOCIATION, CLEVELAND 1973. (SK)
ERIC: EJ090871

4245 A ROSE BY ANY NAME 1975
FORBES, VOL.116, NO.10, NOV 15, 1975, P. 42.
AGRICULTURE, CAPITAL, ECONOMICS, EXPORT, FREE ENTERPRISE, INCOME, INDUSTRIAL DEVELOPMENT, ISRAEL, LABOR FORCE, MANAGEMENT, PROFIT
ISRAELS KIBBUTZIMS ARE BECOMING SUCCESSFULLY INDUSTRIALIZED TO INCREASE THEIR NEEDED INCOME. THEIR CAPITALISTIC SOCIALISM OR SOCIALISTIC CAPITALISM INCREASES THEIR COLLECTIVE INCOME, RATHER THAN THEIR INDIVIDUAL INCOME.
MGMT: FBR75K1542

4246 ROTARY-DRILLER HELPER (PETROL. PRODUCTION) 7-75.050--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ROTARY DRILLER HELPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066490

4247 ROUTEMAN, BAKERY PRODUCTS (RET. TR.; WHOLE TR.) 1-80.06--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RETAILING, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, WHOLESALING, BAKERY PRODUCTS ROUTEMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063393

4248 ROUTEMAN, RETAIL DAIRY PRODUCTS (DAIRY PROD.) 1-90.06--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RETAILING, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, DAIRY PRODUCTS ROUTEMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063391

4249 ROUTEMAN, WHOLESALE DAIRY PRODUCTS (DAIRY PROD.) 1-80.06--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL-APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, WHOLESALING, DAIRY PRODUCTS ROUTEMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063382

4250 THE ROVING RECREATION LEADER TRAINING GUIDE AN INSERVICE TRAINING SOURCE FOR INNER-CITY YOUTH SERVICES PERSONNEL. 71
BUREAU OF ADULT, VOCATIONAL , AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C. DIVISION OF MANPOWER DEVELOPMENT AND TRAINING. , BAVT.
NOTES: 39P.
CITY PROBLEMS, COMMUNITY DEVELOPMENT, DROPOUTS, INNER CITY, LEADERS GUIDES, LOWER CLASS MALES, MANUALS, NEGROES, PERSONNEL, RECREATIONAL PROGRAMS, URBAN ENVIRONMENT, URBAN SLUMS, YOUTH EMPLOYMENT, YOUTH LEADERS, YOUTH PROGRAMS
CONTENTS OF THIS GUIDE INCLUDE INTRODUCTION PURPOSE OF THE TRAINING GUIDE, NEEDS OF INNER-CITY YOUTH, THE ROVING LEADER CONCEPT, OBJECTIVES OF THE GUIDE, DEFINITION OF TERMS, METHODOLOGY OF GUIDE DEVELOPMENT: TRAINING UNITS FOR ROVING LEADERS UNIT I--ORIENTATION, UNIT II--CONCEPT, ROLE, AND FUNCTION OF ROVING LEADER, UNIT III--THE COMMUNITY AND COMMUNITY DEVELOPMENT, UNIT IV--IDENTIFYING AND UNDERSTANDING INNER-CITY YOUTH, UNIT V--GROUP PROCESS, UNIT VI--REFERRAL PROCESS AND REFERRAL SOURCES, UNIT VII--PROGRAMS AND PLANNING, UNIT VIII--FIELD WORK, AND UNIT IX--ORGANIZATIONAL STAFF TRAINING AND DEVELOPMENT: AND, APPENDIXES--AGENCIES AND INSTITUTIONS PARTICIPATING IN THE STUDY, LANGUAGE OF MODERN YOUTH, ADDRESSES OF FILM DISTRIBUTORS, SAMPLE JOB DESCRIPTION, AND ROVING LEADER SLIDE PRESENTATION. (JM)
ERIC: ED050212 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (HE 5.287 87055, $.50)

4251 RSVP: WHAT WILL OUR SOCIETY BE LIKE IN 1985 1975
HARVARD BUSINESS REVIEW, VOL.53, NO.3, MAY-JUNE 1975, P. 14-15.
BUSINESS, ECONOMICS, ENERGY, EXECUTIVE, EXTERNAL ENVIRONMENT, INFLATION, MANAGEMENT, OUTLOOK, PUBLIC ADMINISTRATION, UNEMPLOYMENT
READERS ARE ASKED TO PARTICIPATE IN A SURVEY CHOOSING BETWEEN TWO IDEOLOGIES, ONE CENTERED ON THE INDIVIDUAL, THE OTHER ON THE COMMUNITY, TO DECIDE WHICH VALUE SYSTEM WOULD BEST SOLVE TODAYS AND TOMORROWS PROBLEMS.
MGMT: M3675E0014

4252 RURAL ASIAN AMERICANS--AN ASSESSMENT. A REPORT OF THE YAKIMA VALLEY ASIAN AMERICAN TASK FORCE. JUL 76
PASCUA, REYNALDO, JR.
WASHINGTON STATE COMMISSION ON ASIAN-AMERICAN AFFAIRS, OLYMPIA.
NOTES: 44P.
ADMINISTRATOR ATTITUDES, ASIAN AMERICANS, CASE STUDIES, CHINESE AMERICANS, COMMUNITY AGENCIES (PUBLIC), EMPLOYER ATTITUDES, EMPLOYMENT PROBLEMS, FILIPINO AMERICANS, INDOCHINESE, JAPANESE AMERICANS, KOREAN AMERICANS, LOCAL GOVERNMENT, PUBLIC OFFICIALS, RURAL POPULATION, STATISTICAL DATA, YAKIMA VALLEY
UNDERLYING THIS REPORT ON ASIAN AMERICANS IN CENTRAL WASHINGTON STATE IS THE CONCEPT THAT ASIAN AMERICANS DO HAVE COMMON PROBLEMS, EXPERIENCES AND NEEDS. AN EXTENSION OF THIS CONCEPT IS THAT ASIANS SHOULD POINT OUT INSTITUTIONAL RACISM WHEN APPROPRIATE, AND TAKE THEIR PLACE AS MEMBERS OF AMERICAN SOCIETY IN THE DUAL SPIRIT OF SELF-DETERMINATION AND CULTURAL PLURALISM. INCLUDED IN THIS REPORT ARE STATISTICS ON YAKIMA VALLEY ASIAN AMERICANS, A BRIEF LOOK AT THE HISTORICAL PROCESS, AND A SPECIAL SECTION HEADED ATTITUDES AND EMPLOYMENT. THIS FINAL SECTION, DIVIDED INTO THREE TOPICS, IS THE MOST IMPORTANT. THE EMPLOYMENT ATTITUDES TOWARD YAKIMA VALLEY ASIANS ARE EXAMINED IN LIGHT OF THE JOBS ASIANS PRESENTLY OCCUPY, THE GENERAL EMPLOYMENT PICTURE IN THE VALLEY, AND THE AREAS AFFIRMATIVE ACTION PROGRAMS. THE PROBLEM OUTLINED IN THE FINAL SECTION REQUIRES THE CONCERN OF ASIAN AMERICANS AND NON-ASIAN AMERICANS. INFORMATION WAS CULLED FROM GOVERNMENT DOCUMENTS AND RESEARCH, AREA PUBLICATIONS, AND FROM PEOPLE. INTERVIEWS WERE RECORDED WITH REPRESENTATIVES OF WIDE SECTORS OF THE SOCIAL ENVIRONMENT CITY, COUNTY, AND STATE GOVERNMENT OFFICIALS, PRIVATE AGENCIES, LOCAL NEWSPAPERMEN, PRODUCE MIDDLEMEN, A MINISTER, SMALL FARM WORKERS, LABORERS, FARMERS, STUDENTS, AND COMMUNITY PEOPLE. ASIAN AMERICAN AND NON-ASIAN AMERICANS, COMMUNITY LEADERS AND COMMUNITY PEOPLE WERE INTERVIEWED. (AUTHOR/JM)
ERIC: EJ132235

4253 RURAL DEVELOPMENT 1971--A YEAR OF LISTENING AND WATCHING THE DEVELOPMENT OF THE GROWING CONSENSUS THAT SOMETHING MUST BE DONE FOR THE PEOPLE OF THE AMERICAN COUNTRYSIDE. 31 MAY 72
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON AGRICULTURE AND FORESTRY.
NOTES: 504P.
AGRICULTURE, AMERICAN INDIANS, DISADVANTAGED GROUPS, ECONOMIC FACTORS, EDUCATION, FEDERAL PROGRAMS, GOVERNMENT ROLE, HEALTH NEEDS, HIGHER EDUCATION, HOUSING DEFICIENCIES, JOB DEVELOPMENT, LAND USE, POPULATION TRENDS, RURAL DEVELOPMENT, TRANSPORTATION, REVENUE SHARING
SEPARATE REPORTS ON VARIOUS ASPECTS OF RURAL DEVELOPMENT WERE PRESENTED IN THIS COMMITTEE REPORT. A SUMMATION OF ACCOMPLISHMENTS DURING 1971 AND PLANS FOR THE FUTURE WERE PRESENTED. MAJOR TOPICS COVERED IN THE REPORTS INCLUDED JOB DEVELOPMENT, REVENUE SHARING, FEDERAL SPENDING IN RURAL AREAS, CURRENT POPULATION TRENDS, THE IMPROVEMENT OF MANAGEMENT CAPABILITIES OF SMALL LOCAL GOVERNMENTS, EXTENSION OF HIGHER EDUCATION RESOURCES INTO RURAL AREAS, AND CHANGING GOVERNMENTAL ROLES. SOME PROBLEM AREAS WERE DEFINED AND DISCUSSED. THESE PROBLEM AREAS INCLUDED RURAL OUTMIGRATION, REGIONAL PLANNING, AGRICULTURE, POVERTY, MINORITY GROUPS, HOUSING, WATER AND SEWER SYSTEMS, RURAL HEALTH, EDUCATION, BUSINESS AND INDUSTRIAL DEVELOPMENT, TRANSPORTATION, RURAL CREDIT, LAND USE, AND NATURAL RESOURCES. A LIST OF OTHER PUBLICATIONS BY THE SUBCOMMITTEE ON RURAL DEVELOPMENT IS APPENDED. (PS)
ERIC: ED075112

4254 RURAL EDUCATION AND THE EDUCATIONAL AND OCCUPATIONAL ATTAINMENTS OF YOUTH. JUN 69
HALLER, ARCHIBALD O.
NEW MEXICO STATE UNIV., UNIVERSITY PARK. ERIC CLEARINGHOUSE ON RURAL EDUCATION AND SMALL SCHOOLS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-4-6-062469-1574
NOTES: 25P.; PAPER PRESENTED AT NATIONAL WORKING CONFERENCE ON SOLVING EDUCATIONAL PROBLEMS IN SPARSELY POPULATED AREAS (DENVER, COLORADO, MARCH 17-19, 1969)
ACADEMIC ACHIEVEMENT, EDUCATIONAL BACKGROUND, EDUCATIONAL BENEFITS, EDUCATIONAL IMPROVEMENT, ENVIRONMENTAL INFLUENCES, ETHNIC DISTRIBUTION, ETHNIC GROUPS, INCOME, OCCUPATIONAL CHOICE, OCCUPATIONAL CLUSTERS, OCCUPATIONAL MOBILITY, RURAL EDUCATION, RURAL FARM RESIDENTS, RURAL URBAN DIFFERENCES, YOUTH
OCCUPATIONAL STANDING IS DETERMINED BY THE AMOUNT AND QUALITY OF EDUCATIONAL ATTAINMENT, WHICH IN TURN IS INFLUENCED BY A NUMBER OF OTHER DETERMINANTS. THUS, ANY POSSIBLE DEFICIENCIES IN RURAL EDUCATION MAY HAVE EFFECTS ON RURAL YOUTH. BY AND LARGE, NONMETROPOLITAN PEOPLE, PEOPLE OF RURAL REGIONS, AND THOSE OF RURAL ETHNIC GROUPS (OR FROM ETHNIC GROUPS WITH RECENT RURAL ORIGINS) ARE THE MOST POORLY EDUCATED. VARIABLES OF ENVIRONMENT WHICH INFLUENCE YOUTHS BEHAVIOR ARE THE SHARED ENVIRONMENT (INFORMATION ACCESSIBLE TO MOST PEOPLE IN A GROUP) AND THE UNIQUE ENVIRONMENT (THOSE PARTS OF A YOUTHS SOCIAL ENVIRONMENT WHICH VARY SUBSTANTIALLY FROM INDIVIDUAL TO INDIVIDUAL). A SINGLE, OVERALL EDUCATIONAL POLICY FOR RURAL REGIONS, RURAL ETHNIC GROUPS, AND RURAL PERIPHERIES OF URBAN AREAS, BETTER USE AND UNDERSTANDING OF INFLUENTIAL SIGNIFICANT OTHERS, AND A LARGE-SCALE TRAINING PROGRAM TO TEACH LARGE NUMBERS OF PEOPLE TO UTILIZE THE MOTIVATIONAL AND INFORMATIONAL POTENTIALS THAT ALREADY EXIST ARE IMPLICATIONS FOR ACTION BASED ON THESE FINDINGS. (SW)
ERIC: ED029749

4255 RURAL INDUSTRIALIZATION CASE STUDY OF A TISSUE PAPER MILL IN PICKENS, MISSISSIPPI. SEP 70
CRECINK, JOHN C.
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.; MISSISSIPPI AGRICULTURAL EXPERIMENT STATION, STATE COLLEGE.
NOTES: 17P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
ACADEMIC ACHIEVEMENT, AGRICULTURE, COMMUNITY DEVELOPMENT, COMMUNITY LEADERS, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT, HOUSING, INCOME, INDUSTRIALIZATION, LABOR FORCE, NEGROES, RURAL AREAS
THE SHORTRUN (1962-1966) ECONOMIC IMPACT OF A TISSUE PAPER MILL IN PICKENS, MISSISSIPPI, A TOWN OF UNDER 1,000 IN A DEPRESSED RURAL AREA WITH A PREDOMINANCE OF POOR NEGROES, WAS ANALYZED. THE TISSUE MILL BEGAN IN A BUILDING FORMERLY OCCUPIED BY A NORTH CAROLINA FURNITURE MANUFACTURER. INITIAL FINANCING CAME FROM THE AREA REDEVELOPMENT ADMINISTRATION, LOCAL AND STATE ORGANIZATIONS, AND PRIVATE INDUSTRY. FAILURE OF THE OPERATION WAS ATTRIBUTED TO LACK OF SKILLED EMPLOYEES, FREQUENT BREAKDOWNS OF SECONDHAND MACHINERY, VARIABILITY IN THE QUALITY OF WET PULP, AND AN INADEQUATELY DEVELOPED MARKET. AFTER FORECLOSURE BY THE SMALL BUSINESS ADMINISTRATION, THE PLANT WAS LEASED TO ANOTHER COMPANY TO PRODUCE CARBONIZING PAPER. FINDING SOLUTIONS TO PICKENS PROBLEMS AND THOSE OF OTHER DEPRESSED AREAS WILL REQUIRE CONTINUING SYSTEMATIC EFFORTS AT FEDERAL, STATE, AND LOCAL LEVELS. (AUTHOR/PS)
ERIC: ED089909

4256 RURAL INDUSTRIALIZATION IN THE OZARKS CASE STUDY OF A NEW SHIRT PLANT AT GASSVILLE, ARKANSAS. AGRICULTURAL ECONOMIC REPORT NO. 123. NOV 67
JORDON, MAX F.
ARKANSAS AGRICULTURAL EXPERIMENT STATION, FAYETTEVILLE. ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 28P.
CASE STUDIES, COMPARATIVE ANALYSIS, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DEVELOPMENT, EMPLOYMENT STATISTICS, INCOME, JOB DEVELOPMENT, MANPOWER UTILIZATION, MANUFACTURING INDUSTRY, PUBLIC FACILITIES, RURAL AREAS, TABLES (DATA), WORKING WOMEN, ARKANSAS

(CONT.)

4256 TO DETERMINE THE SHORT TERM EFFECTS OF A LARGE APPAREL PLANT ON THE ECONOMY OF A RELATIVELY ISOLATED, HIGHLY RURAL OZARK AREA (5 COUNTIES), CHARACTERIZED BY LOW INCOME AND FEW EMPLOYMENT OPPORTUNITIES, THIS STUDY COMPARED 1959 DATA ON THE STUDY AREA AND THE STATE OF ARKANSAS WITH SIMILAR POST PLANT DATA (1960-1963). DATA WERE COMPARED ON INCOME DISTRIBUTION, MAJOR INCOME SOURCES, AGRICULTURE, LABOR FORCE CHARACTERISTICS, EDUCATIONAL DISTRIBUTION, PUBLIC FACILITIES, EMPLOYMENT (MANUFACTURING, NONMANUFACTURING, AND COVERED), JOBS GENERATED BY SHIRT PLANT, ESTIMATED INCOME INCREASE, AND PAID UNEMPLOYMENT BENEFITS. APPROXIMATELY A 13 PERCENT INCREASE IN TOTAL PERSONAL INCOME WAS ATTRIBUTED TO THE SHIRT PLANT WHICH BEGAN OPERATIONS IN THE FALL OF 1960 AT GASSVILLE IN BAXTER COUNTY. TOTAL ANNUAL EMPLOYMENT AT THE PLANT WAS ESTIMATED TO HAVE BECOME STABILIZED AT ABOUT 1,170 PERSONS (750 JOBS IN THE PLANT ITSELF WITH AN ESTIMATED $2.2 MILLION PAYROLL, 85 INDIRECT JOBS IN THE STUDY AREA, AND 335 JOBS ELSEWHERE, MOST EMPLOYEES BEING WOMEN), BUT DUE TO A SLOWDOWN OF MALE OUT MIGRATION AND THE ADDITION OF PREVIOUSLY UNEMPLOYED FEMALES TO THE UNEMPLOYED ROLES, UNEMPLOYMENT WAS NOT SIGNIFICANTLY REDUCED. THOUGH PUBLIC SCHOOLS WERE LITTLE AFFECTED, IMPROVED MEDICAL FACILITIES, A PUBLIC WATER SYSTEM, AN AIRPORT, AND A FIRE DEPARTMENT WERE AMONG THE PUBLIC FACILITIES RESULTING FROM PLANT DEVELOPMENT. (JC)

ERIC: ED101900 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

4257 RURAL INDUSTRIALIZATION IN THE SOUTHEAST COASTAL PLAIN CASE STUDY OF A NEW BRICK FACTORY IN SUMMERVILLE, S.C. FEB 70

MCELVEEN, JACKSON V.

FEDERAL EXTENSION SERVICE (DOA), WASHINGTON, D.C.

NOTES: 15P.

BUILDING MATERIALS, DEPRESSED AREAS (GEOGRAPHIC), ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, INDUSTRIALIZATION, INDUSTRY, MANPOWER UTILIZATION, RURAL AREAS, UNSKILLED WORKERS, SOUTH CAROLINA

THIS REPORT DESCRIBES THE LOCAL ECONOMY OF A RURAL AREA IN SOUTH CAROLINA AT THE TIME A BRICK PLANT WAS ESTABLISHED AND EXAMINES THE SHORTRUN IMPACT OF THE PLANT THROUGH ITS FIRST YEAR OF OPERATION IN 1963. DURING ITS FIRST YEAR, THE PLANT PROVIDED JOBS FOR 25 OF THE AREAS UNSKILLED LABORERS, WHO HAD BEEN WORKING SEASONALLY IN DECLINING FARM, CONSTRUCTION, AND SAWMILL OCCUPATIONS. IN ADDITION, JOBS WERE GENERATED IN MACHINE MAINTENANCE, ADVERTISING, AND SALES. THE STUDY INDICATES THAT VARIOUS OTHER TYPES OF FACTORIES WHICH COULD BE CONSTRUCTED IN THE AREA WOULD PROVIDE JOBS FOR THE RURAL POOR WHO ARE BEING FORCED OUT OF AGRICULTURE AND FORESTRY. (BH)

ERIC: ED051369

4258 RURAL MANPOWER A SELECT ANNOTATION OF THESES AND DISSERTATIONS COMPLETED AT MICHIGAN STATE UNIVERSITY. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS SPECIAL PAPER NO. 21. JUN 74

JOHNSON, DEBORAH KOHN; MOSER, COLLETTE

MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 15P.

ANNOTATED BIBLIOGRAPHIES, DOCTORAL THESES, HUMAN RESOURCES, LABOR FORCE, MANPOWER DEVELOPMENT, MASTERS THESES, MIGRATION, MOBILITY, POPULATION TRENDS, RURAL AREAS, RURAL DEVELOPMENT, MICHIGAN STATE UNIVERSITY

FIFTY THESES AND DISSERTATIONS WHICH HAVE RELEVANCE TO VARIOUS AREAS OF RURAL MANPOWER POLICY AND WERE COMPLETED AT MICHIGAN STATE UNIVERSITY BETWEEN 1960 AND 1973 ARE CITED IN THIS ANNOTATED BIBLIOGRAPHY. TOPICS COVERED ARE HEALTH, EDUCATION, TRAINING, WORK ACTIVITY, AND TRENDS IN RURAL POPULATION, DEVELOPMENT, AND LIFE. CATEGORIES ARE (1) INVESTMENT IN HUMAN RESOURCES HEALTH, EDUCATION, AND TRAINING; (2) SOCIAL WELFARE AND MANPOWER POLICY; (3) LABOR FORCE ACTIVITY; (4) MIGRATION AND MIGRATORY LABOR; (5) MOBILITY; (6) ORGANIZATIONAL ACTIVITY COLLECTIVE BARGAINING; (7) ORGANIZATIONAL ACTIVITY FARM, SOCIAL, AND CIVIC; (8) FERTILITY, POPULATION, DEMOGRAPHY, AND TRENDS; AND (9) RURAL DEVELOPMENT AND RURAL LIFE. CROSS-CLASSIFICATIONS ARE NOT USED. (NQ)

ERIC: ED100571

4259 RURAL MANPOWER DEVELOPMENT PROGRAM, ACHIEVEMENT REPORT. APR 68

NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY, TRENTON. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.

NOTES: 93P.

COUNSELING, JOB PLACEMENT, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, RURAL EDUCATION, RURAL YOUTH, TRANSPORTATION, VOCATIONAL REHABILITATION, NEW JERSEY

THE RURAL MANPOWER DEVELOPMENT PROGRAM (RMDP) IS AN AGENCY OF THE NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY ESTABLISHED FOR THE PURPOSE OF DEMONSTRATING THE FEASIBILITY OF A COMPREHENSIVE MANPOWER SERVICE FOR UNEMPLOYED OR UNDEREMPLOYED DISADVANTAGED PEOPLE FROM THE RURAL AREAS OF NEW JERSEY. INCLUDED IN THIS ACHIEVEMENT REPORT IS HISTORICAL AND BACKGROUND INFORMATION ABOUT THE RMDP, PLUS SEPARATE SECTIONS WHICH DISCUSS ADMINISTRATION OF THE PROGRAM, TRANSPORTATION, NELSON AMENDMENT (ADULTS), VOCATIONAL EVALUATION CENTERS, WORK EXPERIENCE, EDUCATION, COUNSELING, JOB DEVELOPMENT, MEDICAL-VOCATIONAL REHABILITATION, AND PROGRAM EVALUATION TECHNIQUES. A RELATED DOCUMENT IS RC 002 660. (VM)

ERIC: ED022607

4250 RURAL ORIENTED R AND D. PROJECTS SUPPORTED BY ETA/USDL A REVIEW AND SYNTHESIS FEB 77
LEONARDSON, GENE S.;NELSON, DAVID M.
OREGON STATE UNIV., CORVALLIS. INST. FOR MANPOWER STUDIES. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-41-76-12
NOTES: FINAL REPT. 142P
MANPOWER UTILIZATION, RURAL AREAS, DEMOGRAPHIC SURVEYS, MEXICAN AMERICANS, NTISLABPEU, NTISLABETA
THE REPORT PRESENTS A REVIEW AND SYNTHESIS OF R+D WORK FUNDED BY THE EMPLOYMENT AND TRAINING ADMINISTRATION ON RURAL TOPICS, INCLUDING THE DEMAND FOR RURAL LABOR, THE SUPPLY OF RURAL LABOR, EMPLOYMENT AND TRAINING PROGRAMS FOR RURAL AREAS, SUGGESTIONS FOR FUTURE RESEARCH, CONCLUSIONS, AND A BIBLIOGRAPHY.
NTIS: PB-263 518/3ST NTIS PRICES PC A07/MF A01

4251 RURAL ORIENTED R+D PROJECTS SUPPORTED BY ETA/USDL A REVIEW AND SYNTHESIS. PAPERS IN EMPLOYMENT AND TRAINING STUDIES. JAN 77
LEONARDSON, GENE S.;NELSON, DAVID M.
OREGON STATE UNIV., CORVALLIS. INST. FOR MANPOWER STUDIES. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DOL-21-41-76-12
NOTES: 143P.
DEVELOPMENT, ECONOMIC DEVELOPMENT, EDUCATIONAL PROGRAMS, LABOR MARKET, LABOR SUPPLY, LITERATURE REVIEWS, MANPOWER NEEDS, MOTIVATION, POLICY, PROGRAM DESIGN, REPORTS, RESEARCH, RESEARCH METHODOLOGY, RESEARCH NEEDS, RESEARCH UTILIZATION, RURAL AREAS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SYNTHESIS, TRAINING
SEVENTY-ONE 1963-75 RESEARCH + DEVELOPMENT (R+D) REPORTS WERE REVIEWED FOR PURPOSES OF PROVIDING A RURAL R+D SYNTHESIS USEFUL TO COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PLANNERS AND IDENTIFYING LABOR MARKET ANALYSIS TECHNIQUES/IMPLICATIONS SUCCESSFUL RURAL PROGRAMMATIC INITIATIONS, DATA GAPS, AND BROAD POLICY ISSUES. CONCLUSIONS AND SUGGESTIONS RE FUTURE RESEARCH OBJECTIVES WERE MADE RELATIVE TO THE SUPPLY AND DEMAND FOR RURAL LABOR AND THE DESIGN/EXPERIENCE OF RURAL EMPLOYMENT AND TRAINING PROGRAMS. IN GENERAL, THE LITERATURE SUGGESTED RURAL LABOR MARKET PROBLEMS WERE UNIQUE IN ORIGIN, REQUIRING POPULATION SPECIFIC PROGRAM RESPONSES; THE ROLE OF POVERTY RELATED ECONOMIC DEVELOPMENT PROBLEMS HAD BEEN EXPLORED, BUT THE CAUSES OF VARYING RATES OF ECONOMIC DEVELOPMENT IN RURAL AREAS HAD NOT BEEN CLEARLY DOCUMENTED NOR HAD THE EFFECTIVENESS OF ENCOURAGING ECONOMIC DEVELOPMENT VIA SPECIAL EFFORTS AND GEOGRAPHIC SPECIFIC ORIENTATIONS BEEN EXPLORED; RURAL LABOR FORCE MEMBERS BEHAVED DIFFERENTLY THAN THEIR URBAN COUNTERPARTS, BUT THE REASONS FOR THE DIFFERENCES REMAINED UNEXPLAINED; THE SUCCESS OF EDUCATION/TRAINING PROGRAMS HAS RELATED TO CLIENT MOTIVATION, AND THE MOST SUCCESSFUL PROGRAMS WERE THOSE OFFERING A VARIETY OF SUPPORTIVE SERVICES IN ADDITION TO BASIC EDUCATION; LOW WAGE RATES INFLUENCED CLIENT MOTIVATION WHEN WELFARE SERVICES WERE COMPARABLE; THERE WAS A RURAL YOUTH EMPHASIS; R+D LITERATURE WAS MORE ORIENTED TOWARD THE RESEARCH THAN THE PRACTITIONER COMMUNITY. (JC)
ERIC: ED134394

4252 RURAL PEOPLE IN THE AMERICAN ECONOMY. OCT 66
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 129P.
ECONOMIC DEVELOPMENT, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, FARM LABOR PROBLEMS, GOVERNMENT ROLE, HEALTH SERVICES, HOUSING, LIVING STANDARDS, MINORITY GROUPS, PLANNING, RURAL DEVELOPMENT, RURAL ECONOMICS, RURAL POPULATION, RURAL SCHOOLS, SERVICES, WELFARE SERVICES
AN INITIAL REPORT OF THE ECONOMIC DEVELOPMENT DIVISION ANALYZES RURAL AMERICA FROM A NUMBER OF VIEWPOINTS SIZE AND CHARACTERISTICS OF THE RURAL POPULATION, WELL-BEING OF THE RURAL POPULATION, WAYS OF LIFE AND MAKING A LIVING, TROUBLED AREAS, CURRENT ECONOMIC CHANGES, AND FUTURE PROSPECTS. THE PUBLICATION DEALS BRIEFLY WITH THE HISTORY OF THE RURAL POPULATION; IT THEN CONCERNS ITSELF WITH FACTORS AFFECTING THE PARTICIPATION OF RURAL PEOPLE IN THE NATIONS DEVELOPMENT, EMPHASIZING CONSIDERATIONS IMPORTANT TO THE FUTURE OF RURAL AMERICA. IN ADDITION TO THE MAPS AND CHARTS IN THE BODY OF THE DOCUMENT, PERTINENT LITERATURE IS CITED AND AN APPENDIX OF NUMEROUS STATISTICAL TABLES IS INCLUDED. (CB)
ERIC: ED034615 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 ($0.60)

4253 RURAL POVERTY. HEARINGS BEFORE THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY (TUCSON, ARIZONA, JANUARY 26-27, 1967). SEP 67
NATIONAL ADVISORY COMMISSION ON RURAL POVERTY, WASHINGTON, D.C.
NOTES: 409P.
AGRICULTURAL LABORERS, AMERICAN INDIANS, COMMUNITY, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DISADVANTAGEMENT, FAMILY PLANNING, GOVERNMENT ROLE, HEALTH, HOUSING, INFORMATION SEEKING, JOBS, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, ORGANIZATION, RURAL AREAS, RURAL DEVELOPMENT, RURAL EDUCATION, RURAL POPULATION, UNEMPLOYMENT, WELFARE SERVICES
ON SEPTEMBER 27, 1966, PRESIDENT LYNDON B. JOHNSON ESTABLISHED THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY. TO THIS COMMISSION, HE DELEGATED THE RESPONSIBILITY OF MAKING A COMPREHENSIVE STUDY AND APPRAISAL OF THE CURRENT ECONOMIC SITUATIONS AND TRENDS IN AMERICAN RURAL LIFE. IN FULFILLING THIS RESPONSIBILITY, THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY CONDUCTED PUBLIC HEARINGS IN TUCSON, ARIZONA; MEMPHIS, TENNESSEE; AND WASHINGTON, D.C. THE VERBATIM TRANSCRIPT CONTAINED IN THIS VOLUME IS A

(CONT.)

4253 RESULT OF THE 2-DAY PUBLIC HEARING IN TUCSON ON JANUARY 26-27, 1967: AT THESE HEARINGS, WITNESSES REPRESENTING AMERICAN INDIANS AND MIGRANT WORKERS WERE AMONG THOSE WHO TESTIFIED. TWO ADDITIONAL VOLUMES CONTAIN THE PROCEEDINGS OF THE HEARINGS IN MEMPHIS (RC 001 945) AND WASHINGTON, D.C. (RC 002 004). ALL 3 VOLUMES OF HEARINGS CONDUCTED BY THIS COMMISSION ARE VERBATIM TRANSCRIPTS OF THE RESPECTIVE HEARING PROCEEDINGS. BASED UPON THESE PUBLIC HEARINGS AND OTHER EXTENSIVE RESEARCH, THE COMMISSION PRESENTED A FINAL REPORT TO PRESIDENT JOHNSON ON SEPTEMBER 27, 1967. THE FINAL REPORT, WHICH IS CONTAINED IN ANOTHER VOLUME (ED 016 543), DESCRIBES THE POVERTY IN AMERICA IN 1967 AND RECOMMENDS THE MOST EFFICIENT AND PROMISING MEANS OF PROVIDING OPPORTUNITIES FOR THE RURAL POPULATION TO SHARE IN AMERICAS ABUNDANCE. (LS)

ERIC: ED054876

4254 RURAL POVERTY. HEARINGS BEFORE THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY (WASHINGTON, D.C., FEBRUARY 15-17, 1967). SEP 67

NATIONAL ADVISORY COMMISSION ON RURAL POVERTY, WASHINGTON, D.C.

NOTES: 500P.

AGRICULTURAL LABORERS, COMMUNITY, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DISADVANTAGEMENT, FAMILY PLANNING, GOVERNMENT ROLE, HEALTH, HOUSING, INFORMATION SEEKING, JOBS, MANPOWER DEVELOPMENT, MINORITY GROUPS, ORGANIZATION, RURAL AREAS, RURAL DEVELOPMENT, RURAL EDUCATION, RURAL POPULATION, UNEMPLOYMENT, WELFARE SERVICES

ON SEPTEMBER 27, 1966, PRESIDENT LYNDON B. JOHNSON ESTABLISHED THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY. TO THIS COMMISSION, HE DELEGATED THE RESPONSIBILITY OF MAKING A COMPREHENSIVE STUDY AND APPRAISAL OF THE CURRENT ECONOMIC SITUATIONS AND TRENDS IN AMERICAN RURAL LIFE. IN FULFILLING THIS RESPONSIBILITY, THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY CONDUCTED PUBLIC HEARINGS IN TUCSON, ARIZONA: MEMPHIS, TENNESSEE: AND WASHINGTON, D.C. THE VERBATIM TRANSCRIPT CONTAINED IN THIS VOLUME IS A RESULT OF THE 3-DAY PUBLIC HEARING IN WASHINGTON, D.C., ON FEBRAURY 15-17, 1967. TWO ADDITIONAL VOLUMES CONTAIN THE PROCEEDINGS OF THE HEARINGS IN TUCSON (RC 001 975) AND MEMPHIS (RC 001 945). ALL 3 VOLUMES OF HEARINGS CONDUCTED BY THIS COMMISSION ARE VERBATIM TRANSCRIPTS OF THE RESPECTIVE HEARING PROCEEDINGS. BASED UPON THESE PUBLIC HEARINGS AND OTHER EXTENSIVE RESEARCH, THE COMMISSION PRESENTED A FINAL REPORT TO PRESIDENT JOHNSON ON SEPTEMBER 27, 1967. THE FINAL REPORT, WHICH IS CONTAINED IN ANOTHER VOLUME (ED 016 543), DESCRIBES THE POVERTY IN AMERICA IN 1967 AND RECOMMENDS THE MOST EFFICIENT AND PROMISING MEANS OF PROVIDING OPPORTUNITIES FOR THE RURAL POPULATION TO SHARE IN AMERICAS ABUNDANCE. (LS)

ERIC: ED054877

4255 RURAL WIN-INGS DEC 74

LOOMIS, ROSEMARY:STARRY, RICHARD

JOURNAL OF EMPLOYMENT COUNSELING:11:4:183-186

INCENTIVE SYSTEMS, RURAL AREAS, ENVIRONMENTAL INFLUENCES, EMPLOYMENT SERVICES, STATE OF THE ART REVIEWS, PROBLEMS, INDIVIDUAL NEEDS, EMPLOYMENT COUNSELING, WORK INCENTIVE PROGRAM

THIS ARTICLE EXPLORES THE EXPERIENCES OF TWO WORK INCENTIVE PROGRAM (WIN) STAFF MEMBERS IN DELIVERING EMPLOYMENT-RELATED SERVICES IN A RURAL WIN PROGRAM. IT DEALS WITH THREE PREVALENT RURAL OBSTACLES TO EMPLOYMENT TRANSPORTATION, FLEXIBILITY WITH INDIVIDUAL CASES, AND SEX BARRIERS. (AUTHOR)

ERIC: EJ103932

4256 RURAL WOMEN WORKERS IN THE 20TH CENTURY AN ANNOTATED BIBLIOGRAPHY AUG 73

MOSER, COLLETTE:JOHNSON, DEBORAH

MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS.

CONTRACT NO. DL-42-26-71-44

NOTES: FINAL REPT. 70P

MANPOWER UTILIZATION, FEMALES, RURAL AREAS, EMPLOYMENT, FEMALE WORKERS, OMPER

A CAREFULLY ANNOTATED BIBLIOGRAPHY IS PRESENTED ON RURAL WOMEN WORKERS IN THE 20TH CENTURY. THE FIRST SECTION IS CONCERNED WITH PREPARATIONS FOR WORK AND INCLUDES TWO CATEGORIES INVESTMENT IN HUMAN RESOURCES EDUCATION, COUNSELLING, TRAINING, AND LABOR MARKET INFORMATION, AND INVESTMENT IN HUMAN RESOURCES MIGRATION AND MOBILITY. THE SECOND SECTION DEALS WITH LABOR FORCE PARTICIPATION--QUANTITATIVE AND LABOR FORCE PARTICIPATION--QUALITATIVE. THE THIRD IS CONCERNED WITH PROBLEM AREAS PROBLEMS OF WORKING IN FARM MANAGEMENT, PROBLEMS AND ISSUES AT WORK, PROBLEMS OF WORKING DAY CARE. THE FOURTH SECTION DEALS WITH ADJUNCT ISSUES OF WORK AND INCLUDES ORGANIZATIONS WORK - UNIONS, ORGANIZATIONS FARM - SOCIAL AND CIVIC, AND ORGANIZATIONS WOMENS LIBERATION.

NTIS: PB-226 437/7 NTIS PRICES PC$3.50/MF$1.45

4257 RURAL WOMEN WORKERS IN THE 20TH CENTURY AN ANNOTATED BIBLIOGRAPHY. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS SPECIAL PAPER NO. 15. AUG 73

MOSER, COLLETTE:JOHNSON, DEBORAH KOHN

MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 70P.

ANNOTATED BIBLIOGRAPHIES, COUNSELING, DEMOGRAPHY, ECONOMIC CHANGE, EDUCATION, FEMINISM, HUMAN RESOURCES, LABOR FORCE, MIGRATION, ORGANIZATIONS (GROUPS), PROBLEMS, RURAL AREAS, RURAL FARM RESIDENTS, UNIONS, WORKING WOMEN, NON FARM SECTOR

THIS ANNOTATED BIBLIOGRAPHY IS DEDICATED TO RURAL WOMEN WORKERS AND THEIR ROLES DURING THE 20TH CENTURY (1975-1971). IT IS CONCERNED WITH MATERIALS WHICH CONSIDER BOTH THE QUESTIONS OF RURAL MANPOWER AND RURAL WOMANPOWER. THERE ARE A VARIETY OF SOURCE

(CONT.)

4257 MATERIALS (BOOKS, ARTICLES, RESEARCH PAPERS, ETC.) AND SOME 338 ENTRIES. DIVIDED INTO SIX SECTIONS, THE CATEGORIES ARE DEFINED AS FOLLOWS (1) INVESTMENT IN HUMAN RESOURCES (PREPARATION FOR WORK) INCLUDING MIGRATION AND MOBILITY AND EDUCATION, COUNSELING, TRAINING, AND LABOR MARKET INFORMATION; (2) LABOR FORCE PARTICIPATION (WORK ITSELF) INCLUDING QUANTITATIVE REASONS FOR WORKING, QUANTITATIVE UNEMPLOYMENT, QUANTITATIVE PART-TIME AND FULL-TIME EMPLOYMENT, QUALITATIVE FARM, QUALITATIVE NONFARM, AND QUALITATIVE HOUSEHOLD; (3) PROBLEM AREAS INCLUDING PROBLEMS OF WORKING IN FARM MANAGEMENT, PROBLEMS AND ISSUES AT WORK, AND PROBLEMS OF WORKING DAY CARE; (4) ORGANIZATIONS INCLUDING WORK-UNIONS, FARM, SOCIAL, AND CIVIC, AND WOMENS LIBERATION; (5) GENERAL ASPECTS INCLUDING FERTILITY, POPULATION, DEMOGRAPHY, AND TRENDS; RURAL DEVELOPMENT AND ECONOMIC CHANGE; RURAL LIFE--MISCELLANEOUS; AND (6) INTERNATIONAL TRENDS (A SAMPLING OF THE EXHAUSTIVE MATERIAL AVAILABLE ON INTERNATIONAL WOMEN). THERE ARE NO CROSS REFERENCES. (JC)
ERIC: ED100570

4258 RURAL WORKER ADJUSTMENT TO URBAN LIFE AN ASSESSMENT OF THE RESEARCH. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS 15. 70
FULLER, VARDEN
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 47P.
ADJUSTMENT PROBLEMS, LABOR FORCE, RESEARCH, RURAL POPULATION, RURAL URBAN DIFFERENCES, URBAN ENVIRONMENT, URBANIZATION, VOCATIONAL ADJUSTMENT
THIS DOCUMENT IS A COMPILATION RESULTING FROM STUDIES OF HOW WELL THE RURAL LABOR FORCE HAS ADJUSTED TO THE URBAN SETTING. TOPICS PRESENTED INCLUDE (1) CONCEPTS, DEFINITIONS, AND MAGNITUDE, (2) THE BASIC EXPELLANT AGRICULTURAL TECHNOLOGICAL ADVANCE, (3) OPPORTUNITIES AND UNCERTAINTIES IN THE ECONOMIC ENVIRONMENT FOR OFF-FARM MIGRANTS, (4) ATTRIBUTES AND INFLUENCES IN MOBILITY, (5) DIFFERENTIAL MOBILITY BY ETHNIC GROUPS AND REGIONS, (6) ATTRIBUTES AND INFLUENCES IN ASSIMILATION, AND (7) FUTURE RESEARCH RELATING TO RURAL-URBAN MIGRATION IDENTIFYING SIGNIFICANT AREAS OF INQUIRY. (AUTHOR/SN)
ERIC: ED074242 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX B-1, ANN ARBOR, MICHIGAN 48106 ($2.50)

4259 RURAL YOUTH IN A CHANGING ENVIRONMENT: REPORT OF THE NATIONAL CONFERENCE (OKLAHOMA STATE UNIVERSITY, STILLWATER, SEPTEMBER 22-25, 1963).
NASH, RUTH COWAN, ED.
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C.
NOTES: 353P.
ATTITUDES, CONFERENCE REPORTS, EDUCATIONAL NEEDS, LOW INCOME GROUPS, MINORITY GROUPS, NATIONAL SURVEYS, PROGRAM DESCRIPTIONS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SOCIAL CHANGE, URBAN ENVIRONMENT, URBAN IMMIGRATION, URBAN YOUTH, VOCATIONAL EDUCATION, YOUTH, YOUTH AGENCIES, YOUTH CLUBS, YOUTH EMPLOYMENT, YOUTH PROBLEMS, YOUTH PROGRAMS
TO ANALYZE THE PROBLEMS OF RURAL YOUTH IN A CHANGING ENVIRONMENT, 520 PARTICIPANTS FROM 43 STATES ATTENDED THIS CONFERENCE. WINTHROP ROCKEFELLER DELIVERED THE KEYNOTE ADDRESS, LETS LISTEN TO YOUTH, A STUDY PREPARED FOR THE ROCKEFELLER BROTHERS FUND CONCERNING THE PROBLEMS, ATTITUDES, AND ASPIRATIONS OF RURAL YOUTH BASED ON THE ANALYSIS OF INTERVIEWS WITH 17,094 RURAL YOUTH INTERVIEWS AND 720 URBAN YOUTH. THE STUDY CONCLUSIONS WERE THAT YOUNG PEOPLE HAVE WORTHWHILE OBJECTIVES, ARE WILLING TO EXERT THEMSELVES, FEEL THAT THE FUTURE HOLDS MANY OPPORTUNITIES FOR THEM, ARE CONCERNED ABOUT EDUCATION, FINDING A JOB, MAKING MONEY, AND IMMEDIATE FAMILY AND MARITAL PROBLEMS. PARTICIPANTS WERE INVOLVED IN TOPICAL MEETINGS, WORKSHOPS, YOUTH PANELS, AND MAJOR PRESENTATIONS BY NATIONAL LEADERS. PRIORITIES FOR ACTION WERE LISTED AS (1) INCREASE AWARENESS OF THE PROBLEMS OF RURAL YOUTH, (2) MOBILIZE THE RURAL COMMUNITY FOR ACTION, (3) STRENGTHEN THE SCHOOLS, (4) INITIATE AND EXPAND RELATED EDUCATIONAL PROGRAMS, (5) IMPROVE PROGRAMS IN GUIDANCE AND COUNSELING, (6) EXPAND OPPORTUNITIES FOR EMPLOYMENT, (7) PROVIDE NECESSARY COMMUNITY SERVICES, (8) FOSTER MORAL AND SPIRITUAL VALUES, (9) ASSIST IN ADJUSTMENT TO URBAN LIVING, AND (10) CONDUCT APPROPRIATE RESEARCH. REPORTS AND RECOMMENDATIONS OF SPECIFIC WORKSHOP COMMITTEES, FOLLOWUP ACTIVITIES, AND PROGRAMS PROJECTS FOR RURAL YOUTH ARE CONTAINED IN THE REPORT. (DM)
ERIC: ED023874

4270 RURAL YOUTH-WORK PROGRAMS--PROBLEMS OF SIZE AND SCOPE. JUN67
MUNK, MICHAEL
NEW YORK UNIV., N.Y.
NOTES: 66P.
ADMINISTRATION, CENTRALIZATION, DEMOGRAPHY, EMPLOYMENT PROGRAMS, GEOGRAPHY, HUMAN RESOURCES, POLITICAL ISSUES, POPULATION DISTRIBUTION, PROBLEMS, RELATIONSHIP, RURAL AREAS, RURAL YOUTH, STATE PROGRAMS, STATISTICAL ANALYSIS, SUBURBS, T GROUPS, TRANSPORTATION, YOUTH PROGRAMS, CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
DEMOGRAPHIC AND GEOGRAPHIC PROBLEMS IN RURAL YOUTH EMPLOYMENT OPPORTUNITY PROGRAMS ARE PRESENTED. STATISTICAL ANALYSIS INDICATES A HIGH PROPORTION OF EMPLOYMENT OPPORTUNITY PROGRAMS SHOULD BE DIRECTED IN SUBURBAN AND RURAL AREAS OF THE NATION. TRANSPORTATION, WORK SITE AVAILABILITY, AND EXISTING HUMAN RESOURCES ARE LISTED AS MAJOR PROBLEMS CONFRONTING PRESENT PROGRAMS IN TERMS OF SCOPE AND SIZE. OTHER PROBLEMS INCLUDE ADMINISTRATION OF MULTI COUNTY AND STATEWIDE PROGRAMS AND LOCAL POLITICAL ISSUES. THE CONCLUSION, DESCRIBING AN OPTIMUM RURAL PROGRAM AREA, SUGGESTS THAT SUCH AREAS HAVE A MAXIMUM POPULATION DENSITY OF 100 PEOPLE PER SQUARE MILE OR 30,000 TOTAL POPULATION,

(CONT.)
4270 INCLUDING A TOWN OF AT LEAST 10,000. IT FURTHER SUGGESTS THAT NO GROUPS SHOULD HAVE TO TRAVEL MORE THAN ONE HOUR FROM HOME TO WORK AND THAT CENTRALIZED STATEWIDE RURAL PROGRAMS WOULD ENHANCE LOCAL AND NATIONAL RELATIONSHIPS. (JS)
ERIC: ED013638

4271 SALARIES AND INCOME OF CERTIFIED ENGINEERING TECHNICIANS. SEP 70
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 42P.
ENGINEERING TECHNICIANS, INCOME, MANPOWER UTILIZATION, SALARIES, SCIENTIFIC MANPOWER, SURVEYS, TECHNICAL OCCUPATIONS
THIS REPORT IS THE RESULT OF A SURVEY CONDUCTED BY THE AMERICAN SOCIETY OF CERTIFIED ENGINEERING TECHNICIANS (ASCET), AND IS BASED ON THE RESPONSES TO A QUESTIONNAIRE BY 5204 MEMBERS. DATA ARE PRESENTED IN THE FORM OF MATURITY CURVES AND STATISTICAL TABLES. A MATURITY CURVE ON WHICH SALARY APPEARS AS A FUNCTION OF AGE IS INCLUDED FOR EACH OF THESE CATEGORIES OF TECHNICIANS ALL EMPLOYERS, MANUFACTURING AND UTILITIES, ENGINEERING SERVICES, FEDERAL GOVERNMENT, JUNIOR TECHNICIANS--ALL EMPLOYERS, TECHNICIANS--ALL EMPLOYERS, AND SENIOR TECHNICIANS--ALL EMPLOYERS. THE FIRST TWO TABLES OF EIGHT STATISTICAL TABLES GIVE THE DISTRIBUTION OF THE SURVEY RESPONDENTS ACCORDING TO CERTIFICATION AND LEVEL OF EDUCATION, AND BY JOB FUNCTION. THE THIRD TABLE SHOWS THE AVERAGE AGE OF TECHNICIANS IN EACH LEVEL OF CERTIFICATION FOR VARIOUS INDUSTRIES. THE REMAINING TABLES SHOW MEAN ANNUAL SALARY AND INCOME ACCORDING TO SUCH FACTORS AS EDUCATION, INDUSTRY, SUPERVISORY STATUS, JOB FUNCTION, SPECIALTY, AND OTHERS. (PR)
ERIC: ED047365 ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL, 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($5.00)

4272 SALARIES OF ENGINEERING TECHNICIANS, 1969. MAR 70
ALDEN, JOHN D.
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 74P.
COMPARATIVE ANALYSIS, ENGINEERING TECHNICIANS, INDUSTRY, OCCUPATIONAL SURVEYS, SALARIES, ENGINEERING MANPOWER COMMISSION
CONTAINED ARE THE PROCEDURES, RESULTS, AND CONCLUSIONS OF A SURVEY OF THE SALARIES OF ENGINEERING TECHNICIANS IN THE UNITED STATES IN 1969. A THREE-PART QUESTIONNAIRE FORM WAS USED ON WHICH RESPONDENTS INDICATED THE NUMBER OF INDIVIDUALS IN APPROPRIATE BOXES OF THE SALARY VERSUS EXPERIENCE MATRIX. THE QUESTIONNAIRES WERE SENT TO THE ENGINEERING MANPOWER COMMISSIONS REGULAR LIST OF SURVEY PARTICIPANTS, CONSISTING OF EMPLOYERS IN ALL MAJOR AREAS OF INDUSTRY, GOVERNMENT, AND HIGHER EDUCATION. THE REPORT IS BASED ON RETURNS SUBMITTED BY 700 EMPLOYERS COVERING 70,045 ENGINEERING TECHNICIANS. THE BASIC FORMAT FOR THE SALARY PRESENTATIONS IS THE MATURITY CURVE IN WHICH SALARY APPEARS AS A FUNCTION OF YEARS OF EXPERIENCE. SOME OF THE MAJOR FINDINGS OF THE SURVEY INCLUDE (1) THE FACT THAT ENGINEERING TECHNICIANS AS A GROUP HAVE RECEIVED SALARY INCREASES AVERAGING BETWEEN 17 AND 22 PERCENT DURING THE PERIOD 1966-69, (2) THE INCREASES RANGED FROM $1,600 TO $1,700 ANNUALLY FOR TECHNICIANS WITH TEN OR MORE YEARS OF EXPERIENCE WHEREAS THE INCREASES AT LOWER LEVELS OF EXPERIENCE WERE TYPICALLY AROUND $1,200 OR $1,300, (3) THE MEDIAN ANNUAL SALARY FOR GRADUATE TECHNICIANS STARTED AT $7,200, WHILE THAT FOR NON-GRADUATE TECHNICIANS WAS $5,500, AND (4) THE DIFFERENCE IN SALARY BETWEEN GRADUATE AND NON-GRADUATE TECHNICIANS BECOMES LESS AND LESS WITH INCREASING EXPERIENCE. SALARY PRESENTATIONS ON A REGIONAL AND INDUSTRY GROUP BASIS ARE ALSO REPORTED. (LC)
ERIC: ED040056 ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL, 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($5.00)

4273 SALARIES OF ENGINEERS IN EDUCATION, SPECIAL REPORT, 1970. JAN 71
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 29P.
ENGINEERS, OCCUPATIONAL SURVEYS, SALARIES, TABLES (DATA), UNIVERSITIES, ENGINEERING MANPOWER COMMISSION
THIS SPECIAL REPORT IS BASED ON THE ENGINEERING MANPOWER COMMISSION OF ENGINEERS JOINT COUNCILS NINTH SURVEY OF A SERIES DESIGNED TO GIVE BASIC SALARY INFORMATION ON ENGINEERING GRADUATES IN THE UNITED STATES. ONE HUNDRED SEVENTY-TWO EDUCATIONAL INSTITUTIONS PROVIDED DATA COVERING 10,333 ENGINEERING GRADUATES. SALARY FIGURES WERE REPORTED BY EMPLOYERS VIA TWO QUESTIONNAIRES DESIGNED RESPECTIVELY FOR ENGINEERING GRADUATES IN SUPERVISORY AND NON-SUPERVISORY POSITIONS. SALARIES ARE ANALYZED ON THE BASIS OF YEARS OF EXPERIENCE, DEFINED AS THE NUMBER OF YEARS SINCE THE BACCALAUREATE DEGREE. GRAPHIC AND TABULAR PRESENTATIONS SHOW UPPER AND LOWER DECILE AND QUARTILE SALARIES AND THE MEDIAN SALARY BY YEARS SINCE THE BACCALAUREATE DEGREE. ALL INFORMATION PERTAINS TO BASE SALARY AND REGULAR ALLOWANCES ONLY, AND REPRESENTS THE SALARY STRUCTURE IN EFFECT IN JULY 1970. THE REPORT ALSO CONTAINS A LIST OF PARTICIPATING ENGINEERING INSTITUTIONS AND A FACSIMILE OF THE QUESTIONNAIRE FOR ENGINEERING GRADUATES IN SUPERVISORY POSITIONS. (LC)
ERIC: ED047969 ENGINEERS JOINT COUNCIL, ENGINEERING MANPOWER COMM., 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($2.00)

4274 SALARIES OF ENGINEERS IN GOVERNMENT, SPECIAL REPORT, 1970. JAN 71
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 28P.
ENGINEERS, GOVERNMENT EMPLOYEES, OCCUPATIONAL SURVEYS, SALARIES, ENGINEERING MANPOWER COMMISSION
THIS SPECIAL REPORT IS BASED ON THE ENGINEERING MANPOWER COMMISSIONS NINTH SURVEY OF A

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4274 SERIES DESIGNED TO GIVE BASIC SALARY INFORMATION ON ENGINEERING GRADUATES IN THE UNITED STATES. GOVERNMENT AGENCIES (113) AT THE FEDERAL, STATE AND LOCAL LEVEL PROVIDED DATA COVERING 30,414 ENGINEERING GRADUATES. SALARY FIGURES WERE REPORTED BY EMPLOYERS VIA TWO QUESTIONNAIRES, ONE DESIGNED FOR ENGINEERING GRADUATES IN SUPERVISORY POSITIONS AND THE OTHER FOR THOSE IN NON-SUPERVISORY POSITIONS. SALARIES ARE ANALYSED ON THE BASIS OF YEARS OF EXPERIENCE SINCE THE BACCALAUREATE DEGREE. GRAPHIC AND TABULAR PRESENTATIONS SHOW UPPER AND LOWER DECILE, QUARTILE, AND MEDIAN SALARIES BY YEARS SINCE THE BACCALAUREATE DEGREE. ALL SALARY INFORMATION PERTAINS TO THE SALARY STRUCTURE IN EFFECT IN JULY 1970. THE REPORT ALSO CONTAINS (1) A LIST OF PARTICIPATING AGENCIES, AND (2) FACSIMILE OF A QUESTIONNAIRE. (LC)

ERIC: ED047970 ENGINEERS JOINT COUNCIL, ENGINEERING MANPOWER COMM., 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($2.00)

4275 SALES CLERK (RET. TR.) 1-70.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 63

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 7P.

APTITUDE TESTS, CLERICAL OCCUPATIONS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SALES CLERK

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED065624

4276 SALESMAN, CONSTRUCTION MACHINERY (WHOLE TR.) 1-46.26--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 63

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 10P.

APTITUDE TESTS, CONSTRUCTION INDUSTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINERY INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SALES OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, WHOLESALING, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)

ERIC: ED063396

4277 SALESMAN, REAL ESTATE (REAL ESTATE) 1-63.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 62

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 6P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, REAL ESTATE OCCUPATIONS, SALESMANSHIP, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION

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4277 PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065573

4278 SALESPERSON, GENERAL (RET. TR.) 1-75.71--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SALESMANSHIP, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065622

4279 SALT LAKE CITY: PLANNING FOR THE FUTURE BOOM 1975
NATIONS BUSINESS, VOL.63, NO.6, JUNE 1975, P. 53-65.
AGRICULTURE, ECONOMICS, EDUCATION, ENERGY, INDUSTRIAL DEVELOPMENT, LABOR FORCE, MANAGEMENT, MINING, RAILROAD INDUSTRY, TOURISM, TRANSPORTATION, UNEMPLOYMENT, URBAN DEVELOPMENT
SALT LAKE CITY, FROM ITS SETTLEMENT BY THE MORMONS AND THE GOLD RUSH PROSPECTORS, HAS BEEN INTERESTED IN AGRICULTURE AND MINING. TODAY WITH ITS DEVELOPMENT OF A VARIETY OF INDUSTRIES, ITS LEADERS BELIEVE GROWTH IS INEVITABLE.
MGMT: NAB75FG053

4280 SALVAGING A PLANT THE KELSO WAY 1975
ARENSON, K.
BUSINESS WEEK, NO.2393, AUG 11, 1975, P. 10A.
ECONOMICS, EMPLOYEE BENEFITS, EMPLOYEE RELATIONS, FINANCE, MANAGEMENT THEORY, PROFIT PERFORMANCE, UNEMPLOYMENT
THE EMPLOYEE - OWNED DIVISION OF SOUTH BEND LATHE IS GOING STRONG UNDER AN EMPLOYEE - STOCK OWNERSHIP PLAN. LOUIS O. KELSO FATHERED THE PLAN AND RECEIVED FEDERAL RECOGNITION IN TAX LAWS AS THE PLAN IS CONSIDERED A CORPORATE FINANCE TOOL.
MGMT: BWE75H1110-1

4281 SATISFACTION LEVELS AND CORRELATES OF SATISFACTION IN THE HOMEMAKER JOB FEB 77
ARVEY, RICHARD D.:GROSS, RONALD H.
JOURNAL OF VOCATIONAL BEHAVIOR:10:1:13-24
ROLE PERCEPTION, HOUSEWIVES, WORKING WOMEN, INDIVIDUAL DIFFERENCES, JOB SATISFACTION, FEMALES, RESEARCH PROJECTS
FULL-TIME HOMEMAKERS (N%55) AND 63 FULL- OR PART-TIME OUTSIDE JOB HOLDERS COMPLETED A QUESTIONNAIRE WHICH ASSESSED THEIR LEVEL OF SATISFACTION OVERALL AND WITH SPECIFIC ASPECTS OF THE HOMEMAKER WORK ROLE OR JOB. IT WAS FOUND THAT BOTH FULL-TIME HOMEMAKERS AND JOB HOLDERS WERE QUITE SATISFIED WITH THE HOMEMAKER WORK ROLE. (AUTHOR)
ERIC: EJ153435

4282 SCANLON PLAN PRODUCTIVITY-A PEOPLE ORIENTED COMPANY 1976
HESS, L.
VITAL SPEECHES, VOL.43, NO.5, DEC 1976, P. 141-143.
HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LABOR RELATIONS, MANAGEMENT, MANAGEMENT POLICY, MOTIVATION, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
DANA CORPORATIONS IMPLEMENTATION OF THE SCANLON PLAN, AN INCENTIVE PLAN FOR WORKERS TO WORK SMARTER, NOT HARDER, HAS INCREASED PRODUCITIVITY AND AIDED IN FORMING A PEOPLE-ORIENTED POLICY.
MGMT: VIT76L1501

4283 SCHOOL AND COMMUNITY FACTORS IN EMPLOYMENT SUCCESS OF TRADE AND INDUSTRIAL COURSE GRADUATES. FINAL REPORT. AUG 66
ALTMAN, JAMES W. :MORRISON, EDWARD J.
NOTES: 280P.
COMPREHENSIVE HIGH SCHOOLS, EMPLOYMENT PROGRAMS, HIGH SCHOOL GRADUATES, JOB PLACEMENT, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, SCHOOL COMMUNITY RELATIONSHIP, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL HIGH SCHOOLS
THE STUDY WAS CONDUCTED TO (1) IDENTIFY SCHOOL AND COMMUNITY FACTORS RELATED TO THE PLACEMENT AND EMPLOYMENT SUCCESS OF TRADE AND INDUSTRY COURSE GRADUATES FROM VOCATIONAL AND COMPREHENSIVE PUBLIC HIGH SCHOOLS, AND (2) DEVELOP BROAD RECOMMENDATIONS FOR IMPROVEMENT OF THE PLACEMENT AND EMPLOYMENT PERFORMANCE OF SCHOOLS. SELECTED FROM A PREVIOUS STUDY WERE 16 SCHOOL-COMMUNITY SYSTEMS, EIGHT COMPREHENSIVE AND EIGHT

(CONT.)

4283 VOCATIONAL, WHOSE GRADUATES WERE RELATIVELY SUCCESSFUL IN OBTAINING JOBS RELATED TO THEIR TRAINING, STAYING EMPLOYED, AND DERIVING SATISFACTION FROM THEIR WORK. ANOTHER SET OF 16 SCHOOLS, WHOSE GRADUATES WERE RELATIVELY UNSUCCESSFUL BY THE SAME SUCCESS CRITERIA, WAS SELECTED. DATA WERE COLLECTED BY INTERVIEWS WITH REPRESENTATIVES OF EACH SCHOOL, COMMUNITY ORGANIZATIONS, LABOR UNIONS, EMPLOYERS, AND EMPLOYMENT SECURITY OFFICES, AND BY A 75 PERCENT RETURN OF MAILED GRADUATE ASSESSMENT SHEETS. RELATIONS BETWEEN CHARACTERISTICS OF THE SCHOOL-COMMUNITY SYSTEMS AND PLACMENT-EMPLOYMENT SUCCESS OF GRADUATES WERE STUDIED BY A VARIETY OF STATISTICAL AND ANALYTIC TECHNIQUES. THE MAJOR FACTOR DISTINGUISHING BETWEEN SUCCESSFUL AND UNSUCCESSFUL SCHOOL-COMMUNITY SYSTEMS WAS THE ROLE OF THE SCHOOL IN PLACING GRADUATES. SUPERIOR JOB PLACEMENT WAS ACHIEVED WHEN SCHOOL PERSONNEL HELPED WITH PLACEMENT IN AN ORGANIZED, ACTIVE PLACEMENT PROGRAM. FAVORABLE RELATIONS BETWEEN THE SCHOOL AND MAJOR ELEMENTS OF THE COMMUNITY, ESPECIALLY IN CONTACTS BETWEEN THEM, WERE FOUND TO BE ESSENTIAL FOR A SUCCESSFUL PLACEMENT PROGRAM. THE INSTRUMENTS, DATA COLLECTED, AND SCHOOL-COMMUNITY SYSTEM CHARACTERISTICS EXAMINED ARE INCLUDED IN THE APPENDIXES, A MAJOR PART OF THE DOCUMENT. (MM)
AIM/ARM: VT002927

4284 A SCHOOL AND WORK PROGRAM IN AN ADULT MANPOWER SETTING FOR POTENTIAL DROPOUTS NEEDING EDUCATIONAL REDIRECTION. EVALUATION OF STATE URBAN EDUCATION PROGRAMS IN NEW YORK CITY 1968-69. SEP 69
FLICKER, BERNARD
CENTER FOR URBAN EDUCATION, NEW YORK, N.Y. EDUCATIONAL RESEARCH COMMITTEE. NEW YORK CITY BOARD OF EDUCATION, BROOKLYN, N.Y.
NOTES: 64P.
DISADVANTAGED YOUTH, DROPOUTS, GROUP COUNSELING, HIGH SCHOOL STUDENTS, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, URBAN SCHOOLS, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, WORK STUDY PROGRAMS, MANPOWER DEVELOPMENT TRAINING PROGRAM, MDTP, NEW YORK CITY
THE OBJECTIVES OF THIS HIGH SCHOOL REDIRECTION PROJECT WERE TO REDIRECT POTENTIAL DROPOUTS TO CONTINUE FULL-TIME EDUCATION AND TRAINING WITH AN EDUCATIONAL-VOCATIONAL PLAN, TO PROVIDE HIGH SCHOOL DROPOUTS WITH JOB SKILLS THAT WILL ENABLE THEM TO ENTER THE LABOR MARKET ON THE HIGHEST POSSIBLE LEVEL WHILE CONTINUING TO UPGRADE THEIR SKILLS ON A PART-TIME BASIS, AND TO TEST A CURRICULUM DESIGNED FOR OUT-OF-SCHOOL YOUTHS AND ADULTS IN WHICH THE SKILLS OF TRAINING, BASIC EDUCATION, AND JOB ORIENTATION (GROUP COUNSELING) ARE DIRECTLY RELATED TO THE SKILLS NEEDED FOR SUCCESS ON THE JOB. THIS PROJECT FUNCTIONED WITH THE MANPOWER DEVELOPMENT TRAINING PROGRAM (MDTP) IN A COOPERATIVE SCHOOL AND WORK PROGRAM. THE BASIC EDUCATION CURRICULUM INCLUDED ENGLISH, GENERAL MATHEMATICS, CIVIL SERVICE PREPARATION, JOB SKILLS, AND A GROUP GUIDANCE SESSION. STUDENTS JOBS FELL INTO THREE CATEGORIES CLERICAL, HEALTH OCCUPATIONS, AND MAINTENANCE. EVALUATION WAS BASED ON QUESTIONNAIRES, INTERVIEWS, OBSERVATION VISITS, AND EXAMINATION OF SCHOOL RECORDS. (KG)
ERIC: ED036579

4285 THE SCHOOL DROPOUT AND THE WORLD OF WORK A REVIEW OF THE ERIC LITERATURE. ERIC-IRCD URBAN DISADVANTAGED SERIES, NUMBER 11. MAR 70
JABLONSKY, ADELAIDE, ED.
COLUMBIA UNIV., NEW YORK, N.Y. ERIC CLEARINGHOUSE ON THE URBAN DISADVANTAGED. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-9-420088-2327(010)
NOTES: 27P.
ANNOTATED BIBLIOGRAPHIES, DATA ANALYSIS, DATA COLLECTION, DISADVANTAGED YOUTH, DROPOUTS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB SKILLS, OUT OF SCHOOL YOUTH, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PROGRAM PLANNING, SKILL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, YOUTH EMPLOYMENT
THIS BIBLIOGRAPHY, THE THIRD OF A SERIES OF FIVE REPORTS OF SELECTED LITERATURE INCLUDED IN THE ERIC SYSTEM, THREE OF WHICH HAVE BEEN COMPLETED, IS COMPRISED SPECIFICALLY OF ITEMS RELATING TO THE EMPLOYMENT PROBLEMS, PROGRAMS, AND PROSPECTS OF THE SCHOOL DROPOUT. IN ADDITION TO THE LISTING BEING EXTENSIVELY ANNOTATED, IT IS ARRANGED IN THE FOLLOWING GROUPS DATA COLLECTION AND ANALYSIS, PROGRAM PLANNING, PROGRAM DESCRIPTIONS, AND PROGRAM EVALUATION AND FOLLOW-UP. A BRIEF REVIEW OF THE WORLD OF WORK OF THE SCHOOL DROPOUT PRECEDES THE BIBLIOGRAPHY. SEE THE SCHOOL DROPOUT AND SCHOOL DROPOUT PROGRAMS FOR RELATED DOCUMENTS BY THE SAME EDITOR. (RJ)
ERIC: ED035790

4286 SCHOOL RETENTION OF TEENAGERS OVER THE BUSINESS CYCLE 1976
EDWARDS, L.N.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.2, SPRING 1976, P. 200-208. BIBLIOG. 15
BUSINESS CYCLE, ECONOMIC TRENDS, EDUCATION, GOVERNMENT INTERVENTION, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MODELING, OPPORTUNITY COST, PRODUCTIVITY, PUBLIC ADMINISTRATION, PUBLIC SECTOR, RECESSION, STATISTICS, UNEMPLOYMENT
THE RELATIONSHIP BETWEEN CHANGES IN OVERALL BUSINESS CONDITIONS AND SCHOOL ENROLLMENT AND RETENTION RATE IS EXAMINED WITH THE HELP OF A MODEL. TEENAGE GIRLS ARE MORE LIKELY TO DROP OUT OF SCHOOL DURING TIMES OF DEPRESSION THAN TEENAGE BOYS. NONWHITE BOYS RESPOND TO CYCLICAL UPSWINGS IN EMPLOYMENT OPPORTUNITY BY DROPPING OUT. OPPORTUNITY COST AND PRODUCTIVITY ARE EXAMINED AS FACTORS RESPONSIBLE FOR THE TREND.
MGMT: JHR76N0200

4287 SCHOOL TO EMPLOYMENT PROGRAM (STEP). APR63
MOORE, JAMES W.
NEW YORK STATE EDUCATION DEPT., ALBANY.
NOTES: 4P.
DISADVANTAGED YOUTH, DROPOUT PREVENTION, EMPLOYMENT PROGRAMS, GUIDANCE COUNSELING, HIGH SCHOOL STUDENTS, JOB TRAINING, SPECIAL PROGRAMS, STUDENT MOTIVATION, WORK STUDY PROGRAMS, ALBANY, NEW YORK, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
THE PURPOSE OF THE PROGRAM IS TO REDUCE THE NUMBER OF EMPLOYED SCHOOL DROPOUTS THROUGH EFFORTS WITH POTENTIAL DROPOUTS, 15 YEARS OF AGE AND OLDER, WHILE THEY ARE STILL IN SCHOOL THE EFFORTS ARE DESIGNED TO ENABLE STUDENTS TO RETURN SUCCESSFULLY TO THE NORMAL PROGRAM AND GRADUATE, OR TO OBTAIN SATISFACTORY FULL-TIME EMPLOYMENT IF THEY SOULD LEAVE SCHOOL. STEP STUDENTS ATTEND SCHOOL IN THE MORNING AND ARE EMPLOYED IN SUPERVISED WORK IN THE AFTERNOON. IN ADDITION TO THE REQUIRED ORIENTATION CLASSES, THE STUDENTS PURSUE CLASSES IN THE REGULAR CURRICULUM. THE MAJORITY OF ALL JOB PLACEMENTS IS MADE IN SITUATIONS UNDER THE JURISDICTION OF LOCAL BOARDS OF EDUCATION. ONLY 2 PERCENT OF STEP GROUP DROPPED COMPLETELY OUT OF THE SCHOOL PROGRAM. ANOTHER 7 PERCENT WERE GUIDED TO FULL-TIME EMPLOYMENT AND 5 PERCENT RETURNED TO THE NORMAL SCHOOL PROGRAM. THE REST OF THE STUDENTS ARE STILL INVOLVED IN STEP WORK-STUDY PROGRAM AFTER THE FIRST YEAR.
ERIC: ED001427

4288 SCHOOL TO EMPLOYMENT PROGRAM. ANNUAL PROGRESS REPORT 1961-1962. JUL62
BEECHER, DI PASQUALE
BUFFALO BOARD OF EDUCATION, N.Y.
NOTES: 59P.
DROPOUT PREVENTION, EMPLOYMENT PROGRAMS, GUIDANCE COUNSELING, JOB TRAINING, PERSONAL INTERESTS, SKILL DEVELOPMENT, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, BUFFALO, NEW YORK, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
AN ORIENTATION PROGRAM WAS DESIGNED TO ASSIST PUPILS IN DEVELOPING ATTITUDES, SKILLS, HABITS, AND UNDERSTANDING IN WORK EXPERIENCE, AND TO PROVIDE ACTUAL JOB EXPERIENCE. OBJECTIVES WERE TO OFFER A PROGRAM FOR STUDENTS 15 YEARS OF AGE WHO HAD BEEN IDENTIFIED AS POTENTIAL EARLY SCHOOL LEAVERS. SOME OF THE EXPECTED OUTCOMES WERE ESTABLISHMENT OF A REAL GOAL IN LIFE AND ACHIEVEMENT OF WORK-STUDY HABITS THAT WOULD HELP THEM ACHIEVE THEIR GOAL. FEATURES INCLUDED AN EDUCATIONAL PROGRAM INDIVIDUALLY TAILORED TO MEET THE NEEDS OF EACH PUPIL, INDIVIDUAL AND GROUP GUIDANCE FOR ONE PERIOD A DAY WITH EMPHASIS ON DEVELOPMENT OF POSITIVE ATTITUDES TOWARD SCHOOL AND WORK, AND EMPLOYMENT FOR 20 HOURS PER WEEK IN A GOVERNMENTAL AGENCY. THE STUDENTS WERE PROVIDED WITH COUNSELING, AND PSYCHOLOGICAL AND RELATED SCHOOL SERVICES. PLACEMENTS OUTSIDE OF THE SCHOOL INCLUDED A NEIGHBORHOOD HOUSE, THE ZOO, AND A LIBRARY. A DESCRIPTION OF ONE JOB FOR A STOCK CLERK HELPER EXPLAINED THAT THE STUDENT WOULD STOCK GENERAL SUPPLIES, UNLOAD THE TRUCK, FILE ORDERS, ANSWER THE PHONE, AND DO GENERAL OFFICE WORK. MATERIALS AND PROCEDURES USED TO ORIENT THE STUDENTS INCLUDED FILMS, TESTS, FIELD TRIPS, AND SPEAKERS. QUOTATIONS FROM STUDENTS, EMPLOYERS, AND PARENTS SHOWED ONLY SATISFACTION WITH THE PROGRAM. SOME SUGGESTIONS FOR FUTURE PROGRAMS INCLUDED JOB ROTATION, INCLUSION OF OLDER STUDENTS, AND EXPANSION OF WORK-EXPERIENCE OPPORTUNITIES TO INCLUDE PRIVATE EMPLOYMENT.
ERIC: ED001422

4289 SCHOOL TO EMPLOYMENT PROGRAM. DISTRICT PROGRESS REPORT, 1963-1964. JUL64
GITIN, LOUIS L.
BUFFALO BOARD OF EDUCATION, N.Y.
NOTES: 43P.
BOARDS OF EDUCATION, COMMUNITY ACTION, CULTURALLY DISADVANTAGED, CURRICULUM DEVELOPMENT, DROPOUT PREVENTION, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, GUIDANCE COUNSELING, PARENT ATTITUDES, PART TIME JOBS, SECONDARY EDUCATION, STATE PROGRAMS, STUDENT ATTITUDES, STUDENT EMPLOYMENT, TEACHER ATTITUDES, WORK STUDY PROGRAMS, YOUTH OPPORTUNITIES, BUFFALO, NEW YORK, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
PART-TIME WORK EXPERIENCE AND MODIFICATION OF CURRICULUM WERE DESIGNED TO HELP PREVENT STUDENTS FROM DROPPING OUT OF SCHOOL. CONCERN WAS FOCUSED ON THE SATISFACTORY PLACEMENT OF STUDENTS IN FULL-TIME EMPLOYMENT IF THEY SHOULD LEAVE SCHOOL. THE PROGRAM WAS COORDINATED BY THE BUREAU OF GUIDANCE OF THE STATE EDUCATION DEPARTMENT. FINANCIAL ASSISTANCE WAS GRANTED BY THE STATE ON A MATCHING BASIS TO ENABLE COMMUNITIES TO CONTINUE THE PROJECT. THE ANNUAL REPORT COVERS ALL ASPECTS OF THE PROGRAM--PUPILS INVOLVED, FACILITIES UTILIZED, SPECIFICS, INCLUDING CLASSES TAKEN, WORK EXPERIENCE PROVIDED, EMPLOYING FIRMS, AND FIELD TRIPS, ADVISORY COUNCIL SELECTION AND PARTICIPATION, PARENTAL CONTACTS, OUTCOMES, COMMENTS BY THE STUDENTS, TEACHERS, PARENTS, AND EMPLOYERS, GENERAL COMMENTS, FOLLOWUP OF THE PREVIOUS YEARS STUDENT PARTICIPANTS, AND EXPENDITURES INVOLVED. THE PROGRAM HAS DEMONSTRATED THAT POTENTIAL SCHOOL DROPOUTS CAN BE RETAINED, IF OFFERED A PROGRAM ESPECIALLY DESIGNED TO MEET THEIR EDUCATIONAL NEEDS. APPENDED ARE RECORDS, FORMS, LETTERS, AND CURRICULUM OUTLINES UTILIZED IN THE ADMINISTRATION AND PROMOTION OF THE PROGRAM.
ERIC: ED001439

4290 SCHOOL TO EMPLOYMENT PROGRAM, DISTRICT PROGRESS REPORT 1962-1963. 63
GITIN, LOUIS L.
BUFFALO BOARD OF EDUCATION, N.Y.
NOTES: 43P.
BOARDS OF EDUCATION, COMMUNITY ACTION, CULTURALLY DISADVANTAGED, CURRICULUM DEVELOPMENT, DROPOUT PREVENTION, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, GUIDANCE COUNSELING, PARENT ATTITUDES, PART TIME JOBS, SECONDARY EDUCATION, STATE PROGRAMS, STUDENT ATTITUDES, STUDENT EMPLOYMENT, TEACHER ATTITUDES, WORK STUDY PROGRAMS, YOUTH OPPORTUNITIES,

(CONT.)
4290 BUFFALO, NEW YORK, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
PART-TIME WORK EXPERIENCE AND MODIFICATION OF CURRICULUM WERE DESIGNED TO HELP PREVENT STUDENTS FROM DROPPING OUT OF SCHOOL. CONCERN HAS FOCUSED ON THE SATISFACTORY PLACEMENT OF STUDENTS IN FULL-TIME EMPLOYMENT SHOULD THEY LEAVE SCHOOL. THE PROGRAM WAS COORDINATED BY THE BUREAU OF GUIDANCE OF THE STATE EDUCATION DEPARTMENT. FINANCIAL ASSISTANCE WAS GRANTED IN THE STATE OF A MATCHING BASIS TO ENABLE COMMUNITIES TO CONTINUE THE PROJECT. THE ANNUAL REPORT COVERS ALL ASPECTS OF THE PROGRAM--PUPILS INVOLVED, FACILITIES UTILIZED, SPECIFICS, INCLUDING CLASSES TAKEN, WORK EXPERIENCE PROVIDED, EMPLOYING FIRMS, AND FIELD TRIPS, ADVISORY COUNCIL SELECTION AND PARTICIPATION, PARENTAL CONTACTS, OUTCOMES, COMMENTS BY THE STUDENTS, TEACHERS, PARENTS AND EMPLOYEES, GENERAL COMMENTS, FOLLOWUP OF THE PREVIOUS YEARS STUDENT PARTICIPANTS, AND EXPENDITURES. THE PROGRAM HAS DEMONSTRATED THAT POTENTIAL SCHOOL DROPOUTS CAN BE RETAINED IF OFFERED A PROGRAM ESPECIALLY DESIGNED TO MEET THEIR EDUCATIONAL NEEDS. APPENDED ARE VARIOUS RECORDS, FORMS, LETTERS, AND CURRICULUM OUTLINES UTILIZED IN THE ADMINISTRATION AND PROMOTION OF THE PROGRAM.
ERIC: ED001437

4291 SCHOOL WITHOUT WALLS. FEB 76
CORPREW, ANTOINETTE J.
NOTES: 15P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE NATIONAL ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS (60TH, WASHINGTON, D.C., FEBRUARY 13-18, 1976)
ALTERNATIVE SCHOOLS, COMMUNITY RESOURCES, EDUCATIONAL ALTERNATIVES, EDUCATIONAL INNOVATION, INDEPENDENT STUDY, RESOURCE CENTERS, SECONDARY EDUCATION, STUDENT SCHOOL RELATIONSHIP, WORK EXPERIENCE PROGRAMS, DISTRICT OF COLUMBIA, SCHOOLS WITHOUT WALLS
SCHOOL WITHOUT WALLS PROVIDES STUDENTS WITH AN OPPORTUNITY TO TEST THEORY (TEXTBOOK LEARNING) WITH PRACTICE (COMMUNITY RESOURCES), AND FROM PRACTICE FORMULATE NEW UNDERSTANDINGS. A STUDENT ENROLLED IN A COURSE DISCUSSES WITH HIS SUBJECT TEACHERS THE RESOURCE HE WISHES TO USE AS HE MASTERS SUBJECT CONTENT. THE SCHOOL PROVIDES OPPORTUNITIES FOR INDEPENDENT STUDY, ALLOWS STUDENTS TO SELECT THEIR COURSES AND ARRANGE THEIR SCHEDULES, CONDUCTS TWO-AND-ONE-HALF-HOUR CLASSES TWICE A WEEK, AND USES VARIOUS TEACHING METHODS. EXAMPLES ARE GIVEN OF STUDENT PROGRAMS, COMMUNITY RESOURCES, AND SAMPLE MINICOURSES. (AUTHOR/MLF)
ERIC: ED122376

4292 SCHOOL-OPERATED FACTORY FOR THE DISADVANTAGED MAY 75
GAUPER, CHESTER
AGRICULTURAL EDUCATION MAGAZINE;47;11;260-1
VOCATIONAL EDUCATION, TEACHING METHODS, PROJECTS, EDUCATIONAL CHANGE, SECONDARY EDUCATION, AGRICULTURAL EDUCATION
THE AUTHOR PROPOSES EXPANDING THE CLASSROOM TO INCLUDE STUDENT INTERESTS, AS WELL AS EXPANDING IN THE GEOGRAPHIC SENSE. CREATIVE PROJECTS ARE SUGGESTED AS A MEANS OF INTERESTING THE STUDENT IN SCHOOL. (AG)
ERIC: EJ113867

4293 SCHOOLING AS A WAGE DEPRESSANT 1977
LAZEAR, E.
JOURNAL OF HUMAN RESOURCES, VOL.12, NO.2, SPRING 1977, P. 164-176. BIBLOG. 13
COMPENSATION, ECONOMICS, EMPLOYMENT, QUANTITATIVE METHODS, STATISTICS, STUDENT, WAGES, YOUTH
THOUGH EACH YEAR OF EDUCATION ADDS TO A WORKERS LIFETIME EARNINGS POTENTIAL, THE WAGES EARNED BY EMPLOYED STUDENTS LAG BEHIND THOSE OF NONSTUDENTS BY SOME 15%. STUDENTS OFTEN MUST WORK REDUCED HOURS AND IN A RESTRICTED RANGE OF JOBS. SOME MAY CHOOSE LOW PAYING MANUAL LABOR FOR DIVERSION FROM MENTAL EXERCISE.
MGMT: JHR77N0164

4294 SCHOOLING, EXPERIENCE, AND EARNINGS. HUMAN BEHAVIOR + SOCIAL INSTITUTIONS NO. 2. 74
MINCER, JACOB
NATIONAL BUREAU OF ECONOMIC RESEARCH, INC., NEW YORK, N.Y.
NOTES: 152P.
ACADEMIC ACHIEVEMENT, AGE, ECONOMIC RESEARCH, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, EMPLOYMENT POTENTIAL, EMPLOYMENT STATISTICS, FEMALES, HUMAN CAPITAL, INCOME, JOB TRAINING, LABOR ECONOMICS, MALES, URBAN POPULATION, WORK EXPERIENCE
THE AUTHOR, A PIONEERING RESEARCHER ON INVESTMENT IN HUMAN CAPITAL, PRESENTS A SEMINAL ATTEMPT AT A SYSTEMATIC ANALYSIS OF PERSONAL INCOME DISTRIBUTION. THE FRAMEWORK IS A HUMAN CAPITAL MODEL BASED UPON THE AGGREGATE EARNINGS DISTRIBUTION OF WHITE, MALE, URBAN WORKERS AND THE NET INVESTMENTS IN HUMAN CAPITAL AMONG THESE WORKERS. SCHOOLING AND POST-SCHOOL INVESTMENT ARE DESIGNATED AS THE TWO PRINCIPAL ELEMENTS OF HUMAN CAPITAL; WHEN SPECIFIC MEASURES OF POST-SCHOOL INVESTMENT ARE UNAVAILABLE, EXPERIENCE (ESTIMATED FROM AGE AND THE LENGTH OF SCHOOLING) IS USED. IN THE THEORETICAL SECTION, THE AUTHOR DEMONSTRATES THAT YEARS OF EXPERIENCE RATHER THAN AGE SHOULD BE EMPHASIZED IN INTERPRETING EARNINGS VARIATIONS. EDUCATIONAL DIFFERENCES OF THE RANDOM GROUP OF WHITE, MALE, URBAN WORKERS ACCOUNTED FOR ONLY SEVEN PERCENT OF THE EARNINGS DIFFERENTIAL. MINCER SHOWS EMPIRICALLY THAT SCHOOLING HAS MORE EXPLANATORY POWER FOR GROUPS WITH CONSTANT YEARS OF EXPERIENCE THAN FOR GROUPS OF THE SAME AGE, AND THAT THE EXPLANATORY POWER IS AT ITS PEAK FOR GROUPS WITH SEVEN TO NINE YEARS OF EXPERIENCE. THE AUTHOR FINDS FURTHER CONFIRMATION OF EXPERIENCE OVER AGE IN THE DATA ON FEMALE EARNINGS. SUGGESTIONS FOR FUTURE RESEARCH ARE THE INCLUSION OF FEMALES, BLACKS, OLDER PEOPLE, AND NONURBAN PEOPLE AND THE INCLUSION OF NONEMPLOYMENT INCOME. (AUTHOR/EA)

(CONT.)
4234 ERIC: ED103621 NATIONAL BUREAU OF ECONOMIC RESEARCH, INC., 261 MADISON AVE., NEW YORK, NEW YORK 010016 ($10.00)

4235 SCHOOLS RESPONSES TO VOUCHERED VOCATIONAL TRAINING EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM. JUL 75
DUNNING, BRUCE B.;UNGER, JAMES L.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 127P.
CAREER EDUCATION, EDUCATIONAL FINANCE, EDUCATION VOUCHERS, POST SECONDARY EDUCATION, PRIVATE SCHOOLS, PROPRIETARY SCHOOLS, PUBLIC SCHOOLS, TRAINING ALLOWANCES, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, VOCATIONAL TRAINING CENTERS, WIN, WORK INCENTIVE PROGRAM
THIS REPORT PRESENTS THE RESULTS OF A SURVEY OF 5 PUBLIC AND 22 PRIVATE SCHOOLS IN WHICH WORK INCENTIVE PROGRAM (WIN) REGISTRANTS WERE ENROLLED FOR VOCATIONAL TRAINING DURING THE VOUCHERING FEASIBILITY TEST IN PORTLAND, OREGON. THE DATA INCLUDE THE RESPONSES OF SCHOOL REPRESENTATIVES TO AN INTERVIEW SCHEDULE THAT ASKED ABOUT THE SCHOOLS, THEIR OPERATIONS, THEIR REACTIONS TO THE VOUCHERING PROGRAM, AND, ADDITIONALLY, WHAT THE SCHOOLS SAID ABOUT 146 OF THE 168 WIN REGISTRANTS WHO SPENT THEIR TRAINING VOUCHERS IN THE SCHOOLS. PERVASIVE DIFFERENCES IN THE RESPONSES OF PUBLIC AND PRIVATE SCHOOLS WERE FOUND. THESE DIFFERENCES WERE ATTRIBUTED TO DIFFERENCES IN THE SIZE, ORGANIZATIONAL STRUCTURE, AND TRAINING PHILOSOPHIES OF THE TWO CATEGORIES OF SCHOOLS. THE PRIVATE SCHOOLS SEEM TO BE MORE PRAGMATIC IN THEIR ORIENTATION TOWARD VOCATIONAL TRAINING. THE VOUCHER SYSTEM POSED NO PARTICULAR PROBLEMS FOR THE SCHOOLS, AND THE SCHOOLS SO FAR DO NOT SEEM TO HAVE BEHAVED UNETHICALLY OR IN AN EXPLOITIVE MANNER WITH RESPECT TO VOUCHERING. AT THE SAME TIME, IT CANNOT BE CONCLUDED THAT PROBLEMS WILL NOT ARISE IF VOUCHERS BECOME AVAILABLE ON A LARGER SCALE AND OVER A LONGER PERIOD OF TIME. (AUTHOR/IRT)
ERIC: ED114916

4236 SCIENTIFIC ACTIVITIES AT UNIVERSITIES AND COLLEGES 1964. MAY 68
SCHUSTER, JOSEPH H.
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. OFFICE OF ECONOMIC AND MANPOWER STUDIES.
NOTES: 110P.
AGRICULTURAL COLLEGES, COLLEGE SCIENCE, EMPLOYMENT PATTERNS, ENGINEERING, FEDERAL AID, MEDICAL SCHOOLS, NATIONAL SURVEYS, OPERATING EXPENSES, RESEARCH AND DEVELOPMENT CENTERS, SCIENTIFIC RESEARCH, NATIONAL SCIENCE FOUNDATION, OFFICE OF ECONOMIC AND MANPOWER STUDIES, U.S. OFFICE OF EDUCATION
FINANCIAL AND MANPOWER DATA ON RESEARCH, DEVELOPMENT AND INSTRUCTION IN THE SCIENCES AND ENGINEERING IN UNIVERSITIES AND COLLEGES AND IN UNIVERSITY-ADMINISTERED FEDERALLY FUNDED RESEARCH AND DEVELOPMENT CENTERS ARE REPORTED. INFORMATION WAS OBTAINED FROM ANALYSES OF QUESTIONNAIRES SENT TO EACH UNIVERSITY. FIELD VISITS AND TELEPHONE FOLLOWUPS WERE CONTINUED UP TO DECEMBER 15, 1965, THE CUTOFF DATE FOR THE REPORT. EACH INSTITUTION WAS ASKED FOR INFORMATION ON THE SCIENTIFIC ACTIVITIES OF ALL ITS BRANCHES AND OTHER UNITS BOTH ON AND OFF THE MAIN CAMPUS. SEPARATE DATA WERE REQUESTED FOR 89 MEDICAL SCHOOLS AND 59 AGRICULTURAL EXPERIMENT STATIONS. THE DATA ARE REPORTED IN SEVEN SECTIONS. SECTIONS 1, 2, AND 3 ANALYZE EXPENDITURES FOR RESEARCH, DEVELOPMENT, AND INSTRUCTION IN THE SCIENCES AND ENGINEERING. SECTIONS 4 AND 5 SUMMARIZE EMPLOYMENT DATA ON SCIENTIFIC AND ENGINEERING PERSONNEL. SECTION 6 DISCUSSES MEDICAL SCHOOLS; SECTION 7, AGRICULTURAL EXPERIMENT STATIONS AND SCHOOLS OF AGRICULTURE. (BC)
ERIC: ED032227 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.00)

4237 SCIENTIFIC ACTIVITIES OF NONPROFIT INSTITUTIONS 1966. MAR 69
BIGGAR, RONALD S., JR.;AND OTHERS
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 39P.; SURVEYS OF SCIENCE RESOURCE SERIES
EXPENDITURES, FEDERAL AID, MANPOWER UTILIZATION, NATIONAL SURVEYS, RESEARCH AND DEVELOPMENT CENTERS, SCIENCE PROGRAMS, VOLUNTARY AGENCIES
THIS REPORT SUMMARIZES THE RESULTS OF THE NATIONAL SCIENCE FOUNDATIONS SURVEY OF SCIENTIFIC ACTIVITIES OF INDEPENDENT NONPROFIT ORGANIZATIONS IN 1966. INFORMATION IS INCLUDED ON EXPENDITURES FOR RESEARCH, DEVELOPMENT, AND SCIENTIFIC AND TECHNICAL INFORMATION ACTIVITIES AND ON THE EMPLOYMENT OF SCIENTIFIC PERSONNEL ASSOCIATED WITH THESE ACTIVITIES. MAJOR FINDINGS INCLUDE THE FOLLOWING (1) IN JANUARY 1967, THE FULL-TIME-EQUIVALENT (FTE) NUMBER OF R + D SCIENTISTS AND ENGINEERS EMPLOYED BY INDEPENDENT NONPROFIT INSTITUTIONS TOTALED 24,300, COMPARED WITH 5,300 IN JANUARY 1954; (2) FEDERAL EXPENDITURES FOR RESEARCH AND DEVELOPMENT CONTRACTED TO NONPROFIT INSTITUTIONS REACHED $540 MILLION IN 1966, NINE TIMES THE $60 MILLION REPORTED FOR 1953; AND (3) IN 1965, NONPROFIT INSTITUTIONS WITH $1 MILLION OR MORE IN R + D PERFORMANCE ACCOUNTED FOR 83% OF TOTAL NONPROFIT R + D EXPENDITURES, RECEIVED 88% OF FEDERAL EXPENDITURES FOR R + D PROJECTS CONTRACTED TO NONPROFIT INSTITUTIONS, AND EMPLOYED 80% OF THE FTE NUMBER OF R + D SCIENTISTS AND ENGINEERS. APPENDICES INCLUDE STATISTICAL TABLES, TECHNICAL NOTES, AND THE QUESTIONNAIRES INCLUDING THE COVER LETTER AND INSTRUCTIONS. (AUTHOR/PR)
ERIC: ED053942 SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

4298 SCIENTIFIC AND TECHNICAL MANPOWER REQUIREMENTS OF SELECTED SEGMENTS OF THE ATOMIC ENERGY FIELD. FINAL REPORT. AUG 70
VOIGHT, KEITH L.
ATOMIC ENERGY COMMISSION, OAK RIDGE, TENN. DIV. OF NUCLEAR EDUCATION AND TRAINING.
NOTES: 266P.
CAREER OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, ENGINEERS, NUCLEAR PHYSICS, OCCUPATIONAL SURVEYS, SCIENTIFIC MANPOWER, SCIENTISTS, TECHNICAL OCCUPATIONS
THE PRIMARY PURPOSE OF THE STUDY WAS TO DEVELOP A SUPPLY/DEMAND RATIO FOR NUCLEAR DEGREE SCIENTISTS AND ENGINEERS FROM JULY 1969 THROUGH 1973. THE NEED BY PRIVATE INDUSTRY AND ELECTRIC UTILITIES FOR SCIENTISTS AND ENGINEERS WITH DEGREES IN DISCIPLINES OTHER THAN NUCLEAR SCIENCE OR ENGINEERING, AS WELL AS FOR TECHNICIANS, NUCLEAR REACTOR OPERATORS, AND NUCLEAR MATERIALS MANAGERS IS PROJECTED. THE HIRING PRACTICES OF INDUSTRIES AND UTILITIES ARE RELATED TO THE EDUCATION RECEIVED BY THE SCIENTISTS AND ENGINEERS REQUIRED. THE EXTRINSIC AND INTRINSIC FACTORS USED BY COMPANIES AND UTILITIES ACTIVE IN THE ATOMIC ENERGY FIELD IN DEVELOPING TECHNICAL MANPOWER FORECASTS, THE EDUCATIONAL BACKGROUNDS OF CURRENTLY EMPLOYED TECHNICAL PERSONNEL, THE LEVEL OF DEGREE WORK OF THESE INDIVIDUALS, AND THE COMPANY AND UTILITY ACTIVITIES WHERE THE MAJORITY OF THE TECHNICAL PERSONNEL WORK WERE IDENTIFIED. THE RESULTS INDICATE A PROJECTED SURPLUS OF NUCLEAR SCIENTISTS OR ENGINEERS, ESPECIALLY THOSE WITH PHDS. A CRITICAL SHORTAGE OF ENGINEERING TALENT IS FORESEEN IN THE FIELDS OF MECHANICAL AND ELECTRICAL/ELECTRONICS ENGINEERING, AS WELL AS AT THE TECHNICIAN LEVEL. (AUTHOR/TS)
ERIC: ED054964 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($2.00 STOCK NUMBER 5210-0267)

4299 SCIENTISTS, ENGINEERS, AND THE RESERVATION WAGE 1977
AZEVEDO.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.17, NO.1, SPRING 1977, P. 41-51. BIBLIOG. 9
ECONOMICS, LABOR MARKET, LEISURE, MARKET DEMAND, UNEMPLOYMENT, UTILITY FUNCTION
SSPECIFIC ECONOMIC CONDITIONS DICTATE THE RESERVATION WAGE THAT UNEMPLOYED WORKERS ARE WILLING TO ACCEPT AND THE AMOUNT OF TIME IT TAKES FOR THAT INDIVIDUAL TO AGREE TO THAT LEVEL. THE SUBJECTS OF THE ANALYSIS WERE ENGINEERS AND SCIENTISTS.
MGMT: ORE77N0041

4300 SCONUL TRAINEE SCHEME AN ANALYSIS OF APPLICATIONS 1968/69 - 1970/71 APR 71
HEANEY, HENRY
LIBRARY ASSOCIATION RECORD:73:4:64-69, 77
GOVERNMENT LIBRARIES, GRADUATE STUDENTS, INSERVICE PROGRAMS, LIBRARY EDUCATION, LIBRARY PROGRAMS, NATIONAL LIBRARIES, UNIVERSITY LIBRARIES, WORK EXPERIENCE PROGRAMS, STANDING CONFERENCE NATIONAL UNIVERSITY
THE STANDING CONFERENCE OF NATIONAL AND UNIVERSITY LIBRARIES PROGRAM WHICH SEEKS TO GIVE PROSPECTIVE GRADUATE LIBRARY STUDENTS A YEAR OF IN-SERVICE TRAINING IN VARIOUS GOVERNMENT, NATIONAL AND UNIVERSITY LIBRARIES IS DESCRIBED. RECENT APPLICATION AND PLACEMENT DATA ARE ANALYZED AND CONCLUSIONS CONCERNING PRESENT PROBLEMS AND FUTURE DEVELOPMENT ARE DRAWN. (JN)
ERIC: EJ039684

4301 SCOPE FOUR-STATE PROFILE, GRADE TWELVE 1966, CALIFORNIA, ILLINOIS, MASSACHUSETTS, NORTH CAROLINA. DEC66
TILLERY, DALE ;AND OTHERS
CALIFORNIA UNIV., BERKELEY, CENTER FOR RESEARCH AND DEVELOPMENT IN HIGHER EDUCATION.; COLLEGE ENTRANCE EXAMINATION BOARD, NEW YORK, N.Y.
NOTES: 79P.
ACADEMIC ABILITY, DECISION MAKING, FEMALES, GRADE 12, MALES, PARENT ATTITUDES, POST HIGH SCHOOL GUIDANCE, POST SECONDARY EDUCATION, PROFILE EVALUATION, RESEARCH PROJECTS, SELF EVALUATION, STUDENT CHARACTERISTICS, VALUES, VOCATIONAL INTERESTS, ACADEMIC ABILITY TEST
A FOUR-STATE STUDY OF NINTH AND TWELFTH GRADE STUDENTS WAS MADE BY SCOPE (SCHOOL TO COLLEGE--OPPORTUNITIES FOR POSTSECONDARY EDUCATION) TO DISCOVER HOW, WHEN, AND WHY STUDENTS MAKE DECISIONS ABOUT POST-HIGH SCHOOL EDUCATION AND CAREERS. THE INFLUENCE OF PARENTS, SCHOOLS, AND PEERS UPON THE NATURE OF THESE DECISIONS IS ALSO EXAMINED. A COMPOSITE PROFILE OF NINTH-GRADE STUDENTS FROM 244 PUBLIC AND 55 NON-PUBLIC SCHOOLS IS PRESENTED. ACADEMIC ABILITY TEST SCORE RESULTS (SHOWN IN PERCENTILES), STUDENT DISTRIBUTION WITHIN THE PERCENTILE RANKS, AND AN ITEM ANALYSIS OF A STUDENT QUESTIONNAIRE ARE ALSO INCLUDED. THE QUESTIONNAIRE CONTAINED ITEMS PERTAINING TO FAMILY AND HOME MILIEU, PARENTAL EXPECTATIONS, AND STUDENT SELF-EVALUATION, VALUES, PERCEPTIONS OF SCHOOL, AND INFORMATION-SEEKING ACTIVITIES. AN ANALYSIS OF QUESTIONS RELATED TO OCCUPATIONAL PREFERENCES AND ACTIVITIES IS MADE SEPARATELY. STUDENT DISTRIBUTION AND PERCENTILE RANKS ARE SHOWN FOR A PROVISIONAL INTELLECTUAL PREDISPOSITION SCALE DEVELOPED FOR THE STUDY. (PS)
ERIC: ED016998

4302 SCRAPPER (PAPER GOODS) 794.887 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SCRAPPER (PAPER GOODS)

(CONT.)

4302 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED060122

4303 SCREW-MACHINE SET-UP OPERATOR, JOBBING (MACH. SHOP) 604.380-028--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 70

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 15P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SCREW MACHINE OPERATOR

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED069640

4304 SEAMER 6-27.513 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 60

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 20P.; SUPERSEDES B-73 AND B-301

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FINISHING, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SEAMER

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED060117

4305 SEAMLESS-HOSIERY KNITTER (HOSIERY) 684.885--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 58

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 9P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FEMALES, JOB APPLICANTS, JOB SKILLS, MALES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SEAMLESS HOSIERY KNITTER

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE

(CONT.)
4305 APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061334

4306 A SEARCH FOR A SUCCESSFUL AGRICULTURAL MIGRANT AN ACCOUNT OF FIVE FRUIT HARVESTS ON THE WEST COAST OF THE UNITED STATES. OCT 71
MINTZ, WARREN
NEW YORK UNIV., N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 266P.
AGRIBUSINESS, AGRICULTURAL LABOR DISPUTES, AGRICULTURAL LABORERS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, FARM LABOR, JOB ANALYSIS, LABOR UNIONS, MIGRANTS, MIGRANT WORKERS, OCCUPATIONAL INFORMATION, RURAL ECONOMICS, SEASONAL LABORERS, UNSKILLED LABOR, FRUIT PICKING, PIECEWORK
THE STUDY IS FOCUSED ON FOUR MAJOR THEMES (1) A SEARCH FOR A POPULATION OF SUCCESSFUL MIGRANTS AND THE WAYS THIS POPULATION SUSTAINS THE LIFE OF MIGRANCY; (2) THE CONTINUING DEVELOPMENT IN THE AGRICULTURAL ECONOMY OF THE LARGE SCALE AGRIBUSINESS AND THE IMPACT OF THIS GROWTH ON THE EMPLOYMENT OPPORTUNITIES OF THE MIGRANT WORKER; (3) A DETAILED DESCRIPTION OF THE WORK OF THE FRUIT PICKER; AND, (4) EMPLOYER-EMPLOYEE RELATIONSHIPS IN LIGHT OF THE SPECIAL PROBLEMS PRESENTED BY THE SYSTEM OF PIECE WORK. BIBLIOGRAPHY INCLUDED. (NTIS)
ERIC: ED081942 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-207 121, MF $1.45, HC $3.00)

4307 SEASONAL UNEMPLOYMENT IN THE CONSTRUCTION INDUSTRY. REPORT AND RECOMMENDATIONS OF THE SECRETARY OF LABOR AND THE SECRETARY OF COMMERCE TO THE PRESIDENT AND TO THE CONGRESS. DEC 69
DEPARTMENT OF LABOR, WASHINGTON, D.C. OFFICE OF THE SECRETARY.;DEPARTMENT OF COMMERCE, WASHINGTON, D.C. OFFICE OF THE SECRETARY.
NOTES: 38P.
CONSTRUCTION INDUSTRY, SEASONAL EMPLOYMENT, MANPOWER UTILIZATION, FEDERAL AID, TECHNICAL ASSISTANCE
IN SUMMARIZING THE FINDINGS OF A STUDY CONDUCTED UNDER THE 1968 EXTENSION OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, THIS REPORT DESCRIBES THE PROBLEM OF SEASONALITY IN THE CONSTRUCTION INDUSTRY, AND THE RESULTING UNDERUTILIZATION OF MANPOWER, AND PROVIDES RECOMMENDATIONS FOR MORE EFFECTIVE UTILIZATION OF THIS MANPOWER. THE STUDY FOUND THAT THERE IS SUFFICIENT TECHNOLOGY AVAILABLE TO MAKE CONSTRUCTION LESS SEASONAL, BUT INSTITUTIONAL BARRIERS PREVENT THIS COUNTRY FROM FOLLOWING OTHER COUNTRIES LEAD IN MAKING CONSTRUCTION A YEAR-ROUND OPERATION. RESTRICTIVE BUILDING CODES, FEAR OF CHANGE, AND HIGHER COSTS PREVENT OFF-SEASON CONSTRUCTION. THE REPORT RECOMMENDS GOVERNMENT ACTION TO DROP THE BARRIERS, PROMOTE COOPERATIVE EFFORTS AT CHANGE, AND USE FINANCIAL INCENTIVES TO COMPENSATE FOR EXTERNALITIES IN COSTS AND BENEFITS. (BH)
AIM/ARM: VT011198

4308 SEASONALITY AND MANPOWER IN CONSTRUCTION. 70
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 156P.
COLLECTIVE BARGAINING, CONSTRUCTION INDUSTRY, DEMOGRAPHY, EMPLOYMENT PROBLEMS, EMPLOYMENT STATISTICS, INCOME, OCCUPATIONAL MOBILITY, SEASONAL EMPLOYMENT, UNEMPLOYMENT, WORKING HOURS
USING A VARIETY OF PUBLISHED AND UNPUBLISHED DATA, THE BUREAU OF LABOR STATISTICS IDENTIFIED THE MANPOWER PROBLEMS CONFRONTING THE CONSTRUCTION INDUSTRY. THE PURPOSE OF THE BULLETIN IS TO INCREASE UNDERSTANDING ABOUT THE PROBLEMS CONFRONTING THE INDUSTRY, TO PRESENT A BASIS FOR DEVELOPING NEW POLICIES AND PROGRAMS, AND TO ENCOURAGE ADDITIONAL RESEARCH IN THE FIELD. TO STUDY EMPLOYMENT FLUCTUATIONS, OVER 80 DATA TABLES ARE PROVIDED ON DETAILS OF CONSTRUCTION ACTIVITIES, WORKER MOBILITY, INCOME, WEATHER CONDITIONS, AND EMPLOYMENT DISTRIBUTIONS BY AGE, RACE, SKILL, OCCUPATION, AND SEX. ONE CONCLUSION OF THE REPORT IS THAT WAGE DIFFERENTIALS FAVORING CONSTRUCTION WORKERS ARE DUE TO LESS FAVORABLE WORKING CONDITIONS, SPECIFICALLY IRREGULAR EMPLOYMENT, HAZARDOUS WORK, GREATER MOBILITY REQUIREMENTS, AND LOWER FRINGE BENEFITS. (BH)
ERIC: ED048475 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.3 1642, $1.25)

4309 SEATTLE OPPORTUNITIES INDUSTRIALIZATION CENTER. FINAL REPORT. 31 AUG 68
OPPORTUNITIES INDUSTRIALIZATION CENTER, INC., SEATTLE, WASH.
NOTES: 308P.
ADULT EDUCATION, COUNSELING SERVICES, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EDUCATIONAL OBJECTIVES, HUMAN SERVICES, IMPROVEMENT PROGRAMS, INDUSTRY, JOB DEVELOPMENT, LEADERSHIP TRAINING, MINORITY GROUPS, MOTIVATION, OCCUPATIONAL GUIDANCE, POVERTY PROGRAMS, SELF CONCEPT, SKILL DEVELOPMENT, UNEMPLOYED, VOCATIONAL REHABILITATION, SEATTLE, WASHINGTON
THE GOALS OF THE OPPORTUNITIES INDUSTRIALIZATION CENTER ORGANIZATION IN SEATTLE INCLUDE PROVIDING HOPE FOR IMPOVERISHED AND HARD-CORE UNEMPLOYED IN THE FORM OF JOB PREPARATION BY PROVIDING ADULT EDUCATION, PRE-VOCATIONAL TRAINING, SKILLS TRAINING, COUNSELING, JOB DEVELOPMENT, PLACEMENT AND FOLLOWUP. ANOTHER PRIMARY GOAL OF OIC IS PROVIDING AND EMPHASIZING MINORITY GROUP LEADERSHIP, MINORITY GROUP PRIDE, INTENSELY PERSONAL APPROACH TO EACH TRAINEE, SELF-HELP EFFORTS, AND THE PARTICIPATION AND COOPERATION OF INDUSTRY, LABOR AND THE PEOPLE IN THE PROVERTY AREAS BEING SERVED. (AUTHOR)

(CONT.)
4309 ERIC: ED057317 NATIONAL TECHNICAL INFORMATION CENTER, SPRINGFIELD, VA. 22151 (PB-199 549, MF $0.95, HC $6.00)

4310 SECOND CAREERS WAR WIVES AND WIDOWS DEC 71
COOPERMAN, IRENE G.
VOCATIONAL GUIDANCE QUARTERLY;20;2;103-111
CAREERS, CHANGING ATTITUDES, COUNSELOR ATTITUDES, FEMALES, LABOR FORCE, ROLE CONFLICT, VOCATIONAL COUNSELING, WORKING WOMEN
THE AUTHOR CONCLUDES THAT WHAT COUNSELORS NEED TO GUARD AGAINST IS THE DANGER OF LAGGING BEHIND IN THEIR OWN ATTITUDES TOWARD SEX ROLES IN THEIR UNDERSTANDING OF MALE FEMALE DIFFERENCES AND THE GREAT OVEPLAP THAT EXISTS IN MOST CHARACTERISTICS, AND IN THEIR KNOWLEDGE OF CHANGING JOB, EDUCATIONAL, AND EMPLOYMENT REQUIREMENTS. (AUTHOR)
ERIC: EJ048223

4311 SECOND CAREERS FOR MILITARY RETIREES DEC 71
ULLMANN, CHARLES A.
VOCATIONAL GUIDANCE QUARTERLY;20;2;96-102
ADULT COUNSELING, CAREER OPPORTUNITIES, CAREERS, COUNSELING PROGRAMS, MILITARY PERSONNEL, RETIREMENT, VETERANS, VOCATIONAL COUNSELING
THE REFERRAL PROGRAM HAS BEEN DESIGNED TO ASSIST THE RETIREE IN COPING WITH THE REALITIES OF THE EMPLOYMENT SEARCH AND HELP REDUCE FLOUNDERING, INDECISION, AND UNCERTAINTY. THE COUNSELOR PROVIDES JOB RELATED SERVICES WITH AWARENESS OF THE BACKGROUND FACTORS AFFECTING OCCUPATIONAL DECISIONS AT THIS STAGE OF LIFE. (AUTHOR)
ERIC: EJ049368

4312 THE SECOND HALF CENTURY A PLAN FOR VOCATIONAL REHABILITATION TO 1975 AND BEYOND. SUMMARY EDITION. OCT 68
CARMAN, JOHN M., ED., AND OTHERS
GOVERNORS ADVISORY COMMITTEE ON NEW JERSEY COMPREHENSIVE PLANNING PROJECT FOR VOCATIONAL REHABILITATION SERVICES REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 104P.
VOCATIONAL REHABILITATION, HANDICAPPED, PROGRAM ADMINISTRATION, PROGRAM PLANNING, PROGRAM COORDINATION, INTERAGENCY COORDINATION, MANPOWER NEEDS, STATE AGENCIES, PHYSICALLY HANDICAPPED, MULTIPLY HANDICAPPED, NEUROLOGICALLY HANDICAPPED, MENTALLY HANDICAPPED, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, NEW JERSEY
THE SECOND HALF CENTURY A PLAN FOR VOCATIONAL REHABILITATION TO 1975 AND BEYOND IS SUMMARIZED. SEE ABSTRACT OF ED 041 104 OR VT 010 158 (ALSO IN THIS ISSUE) WHICH IS THE COMPLETE STUDY. (SB)
AIM/ARM: VT010154

4313 THE SECOND HALF OF THE SEVENTIES 1975
LINDEN, F.
CONFERENCE BOARD RECORD, VOL.12, NO.12, DEC 1975, P. 13-16.
CITIES, CONSUMER, DISPOSABLE INCOME, ECONOMICS, EDUCATION, FORECASTING, INCOME, LABOR FORCE, POPULATION, STATISTICS
EXAMINES UNITED STATES POPULATION FIGURES TO FORECAST BIRTHS, EMPLOYMENT OPPORTUNITIES, RESIDENTIAL TRENDS, AND SPENDING POWER.
MGMT: CBP75L0013

4314 A SECOND LOOK AT SECOND CAREERS DEC 71
SAMLER, JOSEPH
VOCATIONAL GUIDANCE QUARTERLY;20;2;112-118
CAREERS, DECISION MAKING, EMPLOYMENT OPPORTUNITIES, LABOR FORCE, VOCATIONAL DEVELOPMENT, WORKING WOMEN
THE AUTHOR PROVIDES A COMMENTARY ON ASPECTS OF SECOND CAREERS PRESENTED IN PREVIOUS ARTICLES. (BY)
ERIC: EJ048655

4315 THE SECOND TIME AROUND FINDING A CIVILIAN CAREER IN MID-LIFE. 71
COLLINGS, KENT J.
NOTES: 180P.
ACADEMIC ACHIEVEMENT, ATTITUDES, CAREER CHANGE, CAREER PLANNING, CASE STUDIES, DEGREES (TITLES), FEMALES, HIGHER EDUCATION, INCOME, JOB MARKET, MALES, MANUALS, MIDDLE AGED, MILITARY PERSONNEL, MYTHOLOGY, RETIREMENT, SALARIES, SURVEYS, VOCATIONAL COUNSELING
THE 17 ARTICLES IN THIS BOOK WERE WRITTEN TO HELP MIDDLE-AGED RETIREES, ESPECIALLY THE MILITARY, IN FINDING SECOND CAREERS. CHAPTER ONE DISCUSSES THE ATTITUDES, POLICIES, AND NEEDS OF POTENTIAL EMPLOYERS. CHAPTERS TWO THROUGH FOUR SEPARATE MYTH FROM REALITY CONCERNING THE CHANCES OF GAINFUL EMPLOYMENT PAST THE AGE OF 45. CHAPTER FIVE EXPLORES WIVES ATTITUDES TOWARD THE RETIREMENT YEARS. CHAPTER SIX COMPARES THE SITUATIONS OF THE 20-YEAR AND 30-YEAR RETIREE. CHAPTER SEVEN BRINGS OUT THE IMPORTANCE OF IMPROVING ONES EDUCATION BEFORE ATTEMPTING TO FIND A JOB. CHAPTERS EIGHT AND NINE DISCUSS EMPLOYMENT POSSIBILITIES AND REMUNERATION AND EXPLODE THE MYTH ABOUT FANTASTIC SALARIES ON THE OUTSIDE. CHAPTER TEN EXPLORES THE REALITIES OF EMPLOYMENT FOR WOMEN RETIREES. CHAPTER ELEVEN OUTLINES A PLAN FOR JOB SEARCHING, AND CHAPTER TWELVE DISCUSSES THE BEST WAY TO SET UP A RESUME. CHAPTERS THIRTEEN THROUGH FIFTEEN DISCUSS THE ADVANTAGES AND DISADVANTAGES OF VARIOUS CAREERS AND THE CASE HISTORY OF THE TOP 20 SUCCESSFUL RETIREES. CHAPTER SIXTEEN HIGHLIGHTS THE ADVICE OF THOSE WHO HAVE ALREADY RETIRED, AND CHAPTER 17 OUTLINES THE FORMAT FOR A PERSONAL RETIREMENT PLAN. APPENDIX A LISTS PUBLICATIONS GIVING

(CONT.)
4315 HELPFUL JOB HINTS; APPENDIX B GIVES STATISTICAL DATA. APPENDIX C DISCUSSES PREVIOUS STUDIES OF MILITARY RETIREES. REFERENCES, AN INDEX, AND BIOGRAPHICAL NOTES ARE INCLUDED. (CK)
ERIC: ED057323 THE CARROLL PRESS, PUBLISHERS, 43 SQUANTUM ST., CRANSTON, R.I. 02920 ($5.75)

4316 THE SECOND WAR BETWEEN THE STATES 1976
BUSINESS WEEK, NO.2432, MAY 17, 1976, P. 92-95.
CITIES, COMPETITION, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMICS, EXPORT, EXTERNAL ENVIRONMENT, GOVERNMENT SPENDING, IMMIGRATION, INCOME, LABOR FORCE, POPULATION, TAXATION, TRADE
CONFLICT BETWEEN THE STATES COULD ARISE AS THE PROCESS OF CREATIVE DESTRUCTION OF INDUSTRIES TAKES PLACE CAUSING POLITICAL JURISDICTIONS TO SUFFER AND OTHERS TO RISE. ASPECTS OF SOCIETY SUCH AS CITIES, INDUSTRIAL AND LABOR GROWTH, ENVIRONMENT AND TRADE COMPETITIVENESS ARE AFFECTED BY MIGRATION.
MGMT: BWE76E1792-1

4317 SECRETARY MARSHALLS EMPLOYMENT STRATEGIES APR 77
STEVENSON, GLORIA
WORKLIFE:2:4:2-6
PUBLIC POLICY, HUMAN RESOURCES, EMPLOYMENT PROGRAMS, MANPOWER DEVELOPMENT, FEDERAL GOVERNMENT, JOB DEVELOPMENT, JOB MARKET, LABOR LEGISLATION, GOVERNMENT ROLE, MARSHALL (RAY), SECRETARY OF LABOR
A REVIEW OF PROPOSED EMPLOYMENT STRATEGIES AND PRIORITIES OF RAY MARSHALL, SECRETARY OF LABOR, WITH REGARD TO TRAINING PROGRAMS, GOVERNMENTAL SUBSIDY PROGRAMS, APPRENTICESHIPS, PRIVATE SECTOR JOBS, ETC. (WL)
ERIC: EJ158213

4318 SECULAR CHANGES IN THE SKILL DIFFERENTIAL IN MANUFACTURING, 1952-1973 1977
SCHOEPLEIN, R.N.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.3, APRIL 1977, P. 314-324. BIBLIOG. 22
ECONOMIC TRENDS, ECONOMICS, INFLATION, LABOR MARKET, MANUFACTURING, UNIONS
MANUFACTURING SKILL DIFFERENTIALS HAVE STABLIIZED IN THE PERIOD 1952-1973, WITH VARIANCES AMONG CITIES DECLINING ALTHOUGH DIFFERENCES ARE GREATER IN LESS UNIONIZED CITIES.
MGMT: ILR7700314

4319 SELECTED AIRCRAFT ASSEMBLY OCCUPATIONS (AIRCRAFT MFG.) -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
AEROSPACE INDUSTRY, APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, AIRCRAFT ASSEMBLY OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060115

4320 SELECTED ANNOTATED BIBLIOGRAPHY ON WOMEN AT WORK. JAN 75
PHELPS, ANN T.;AND OTHERS
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NIE-C-74-0100
NOTES: 106P.; FOR RELATED DOCUMENTS, SEE CG 010 747-750
ADULT EDUCATION, ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT OPPORTUNITIES, FEMALES, JOBS, MOTHERS, OCCUPATIONAL GUIDANCE, PART TIME JOBS, REFERENCE MATERIALS, SEX DISCRIMINATION, VOCATIONAL COUNSELING, WOMENS STUDIES, WORKING WOMEN
THIS VOLUME CONTAINS 240 ANNOTATIONS OF BOOKS, JOURNAL ARTICLES AND MISCELLANEOUS REPORTS FROM THE RECENT LITERATURE CONCERNING WOMENS STUDIES AND CAREER GUIDANCE FOR WOMEN AND GIRLS. THE WORKS DESCRIBED RANGE FROM STUDIES OF THE LABOR MARKET PARTICIPATION OF WOMEN, TO RESEARCH INVESTIGATIONS OF PSYCHOLOGICAL VARIABLES IMPACTING ON WOMENS CHOICE OF CAREERS. THESE ANNOTATIONS WERE DEVELOPED AS PART OF THE LITERATURE SEARCH FUNCTION FOR AN NIE-SPONSORED STUDY THAT RESULTED IN WOMEN AT WORK A COUNSELORS SOURCEBOOK. THE 240 ANNOTATIONS ARE ORGANIZED ACCORDING TO CHAPTER TITLES AND MAJOR SUBHEADS FROM THE COUNSELORS SOURCEBOOK. WITHIN SUBHEAD SECTIONS, THE INDIVIDUAL ANNOTATIONS ARE PRESENTED ROUGHLY IN THEIR ORDER OF RELEVANCE TO VARIOUS SUBTOPICS IN

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4320 THE SOURCEBOOK TEXT. AN INDEX OF ANNOTATION LISTINGS FOLLOWS. EACH INDIVIDUAL ANNOTATION BEGINS WITH BASIC CITATION INFORMATION (AUTHOR, TITLE, DATE OF PUBLICATION AND SO FORTH), FOLLOWED BY THE 75-150 WORD ABSTRACT. IF THE DOCUMENT ANNOTATED INCLUDED ITS OWN REFERENCE LIST, THE NUMBER OF REFERENCE CITATIONS IT CONTAINED IS PRESENTED IN PARENTHESES AT THE END OF THE ANNOTATION. EACH ANNOTATION IS NUMBERED AT THE UPPER LEFT-HAND CORNER. (AUTHOR)
ERIC: ED127520

4321 A SELECTED BIBLIOGRAPHY ON CAREER EDUCATION. 74
TRAINING RESEARCH AND DEVELOPMENT STATION, PRINCE ALBERT (SASKATCHEWAN).
NOTES: 77P.
AUDIOVISUAL AIDS, BIBLIOGRAPHIES, CAREER EDUCATION, DECISION MAKING, JOB APPLICATION, OCCUPATIONAL INFORMATION, PERIODICALS, SELF CONCEPT, VOCATIONAL EDUCATION, JOB SEARCH
THE BIBLIOGRAPHY LISTS CURRENT CAREER EDUCATION HOLDINGS AVAILABLE AT THE LIBRARY OF THE TRAINING RESEARCH AND DEVELOPMENT STATION, PRINCE ALBERT, SASKATCHEWAN. THE BIBLIOGRAPHY IS ORGANIZED INTO SIX SECTIONS GENERAL CAREER INFORMATION, OCCUPATIONAL INFORMATION, JOB SEARCH SKILLS, SELF-CONCEPT, DECISION-MAKING, AND OTHER CURRENT BIBLIOGRAPHIES ON CAREER EDUCATION. IN ADDITION TO MONOGRAPHS, MOST SECTIONS ALSO LIST PERIODICALS AND AUDIOVISUAL MATERIALS. ITEMS IN EACH SECTION ARE LISTED IN ALPHABETICAL ORDER BY AUTHORS NAME OR TITLE, FOLLOWED BY PLACE OF PUBLICATION, PUBLISHER, AND DATE. (AUTHOR/NH)
ERIC: ED105252 INFORMATION CANADA, BOX 1565, PRINCE ALBERT, SASKATCHEWAN S6V 5T2 ($2.35)

4322 SELECTED PAPERS FROM NORTH AMERICAN CONFERENCE ON LABOR STATISTICS (HOUSTON, TEXAS, JUNE 8-12, 1970). 72
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 68P.
CONFERENCE REPORTS, LABOR ECONOMICS, LABORERS, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, PUBLICATIONS, SEX DISCRIMINATION, SPEECHES, STATISTICAL DATA, WORKING WOMEN, YOUTH EMPLOYMENT
COMPOSING THIS DOCUMENT ARE 15 RESEARCH-BASED SPEECHES PRESENTED AT THE NORTH AMERICAN CONFERENCE ON LABOR STATISTICS BY STUDENTS AND LEADING AUTHORITIES IN THE FIELD. AMONG THE PREVAILING THEMES WERE (1) LABOR STATISTICS AND THEIR RELATIONSHIP TO LIFE STYLES, (2) WOMEN LABORERS, SEX DISCRIMINATION, AND PROVISIONS FOR WORKING MOTHERS, (3) RECENT RESEARCH CONDUCTED ON SOCIAL INDICATORS AND THEIR RELATIONSHIP TO THE LABOR MARKET, (4) BLACKS IN THE BUILDING TRADES, (5) INFLATION ITS EFFECTS AND IMPLICATIONS TO LABOR, (6) WAGES AND PRODUCTIVITY IN THE UNITED STATES AND CANADA, AND (7) THE STATUS OF THE LABOR MARKET AS IT RELATES TO THE TEENAGER AS A POTENTIAL MEMBER OF THE LABOR FORCE. (SN)
ERIC: ED076404

4323 SELECTED PRESS MAN OCCUPATIONS (PRINT. + PUB.) 651.782 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 23P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, CYLINDER PRESS MAN, EMBOSSING PRESS OPERATOR, ENGRAVING PRESS OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, OFFSET PRESS MAN, OVERLAY CUTTER, PLATEN PRESS MAN, WEB PRESS MAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060080

4324 SELECTED READINGS IN BUSINESS AND OFFICE OCCUPATIONS-DESIGNED ESPECIALLY FOR THE CLASSROOM TEACHER. NATIONAL BUSINESS EDUCATION YEARBOOK, NO. 5. 67
TRAVIS, DOROTHY L., ED.;MISSLING, LORRAINE, ED.
NOTES: 350P.
AUTOINSTRUCTIONAL AIDS, AUTOMATION, BUSINESS EDUCATION, COOPERATIVE EDUCATION, CURRICULUM DEVELOPMENT, INSTRUCTIONAL TECHNOLOGY, OCCUPATIONAL GUIDANCE, PERSONALITY DEVELOPMENT, PROGRAM IMPROVEMENT, TEACHING METHODS, TEACHING PROCEDURES, TESTING PROGRAMS, YOUTH CLUBS
FIVE HIGH SCHOOL BUSINESS EDUCATION TEACHERS REVIEWED OVER 1,500 ARTICLES WHICH HAD BEEN PUBLISHED IN THE BUSINESS EDUCATION FORUM BEGINNING IN 1947. ARTICLES SELECTED TO BE INCLUDED IN THIS YEARBOOK WERE FELT TO BE OF SPECIAL VALUE TO THE HIGH SCHOOL CLASSROOM TEACHER OF BUSINESS AND OFFICE OCCUPATIONS. THE ARTICLES CHOSEN MAY PRESENT DIFFERENT VIEWPOINTS AND THE READER SHOULD WEIGH THE MERITS OF EACH AND ARRIVE AT A DECISION WHICH

(CONT.)
4324 IS SATISFYING TO HIM. SEVENTY-TWO ARTICLES ARE PRESENTED IN 11 SECTIONS, WHICH COVER (1) ENRICHMENT OF THE SUBJECT MATTER, (2) EFFECTIVE TEACHING PROCEDURES, (3) SUGGESTED STANDARDS AND EVALUATION, (4) IMPROVING PERSONALITY, (5) EFFECTIVE GUIDANCE, (6) UTILIZING INSTRUCTIONAL MEDIA, (7) THE IMPACT OF NATIONAL BUSINESS ENTRANCE TEST, AND (11) FUTURE BUSINESS LEADERS OF AMERICA. (MM)
AIM/ARM: VT007501

4325 SELECTED SOCIAL AND SOCIOPSYCHOLOGICAL CHARACTERISTICS OF WEST VIRGINIANS IN THEIR OWN STATE AND IN CLEVELAND, OHIO. 70
PHOTIADIS, JOHN C.
WEST VIRGINIA UNIV., MORGANTOWN, W. VA. CENTER FOR APPALACHIAN STUDIES AND DEVELOPMENT. DEPARTMENT OF LABOR, WASHINGTON, D.C.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 245P.
AGE, ASPIRATION, DROPOUT RATE, EDUCATION, EMPLOYMENT STATISTICS, FAMILY ATTITUDES, GHETTOS, INCOME, MIGRATION PATTERNS, RELIGIOUS FACTORS, RURAL URBAN DIFFERENCES, SOCIAL DIFFERENCES, SOCIAL DISTRIBUTION, SOCIAL PSYCHOLOGY, SOCIOECONOMIC INFLUENCES, TABLES (DATA), VALUES, APPALACHIA, OHIO, WEST VIRGINIA
THE CHARACTERISTICS OF APPROXIMATELY 1700 WEST VIRGINIA NON-MIGRANTS, RETURNED MIGRANTS, AND WEST VIRGINIANS LIVING IN THE APPALACHIAN GHETTO OF CLEVELAND AND SUBURBS OF CLEVELAND ARE DESCRIBED. DATA, COLLECTED THROUGH INTERVIEWS AND QUESTIONNAIRE, ARE PRESENTED IN MARGINAL FORM WITHOUT STATISTICAL ANALYSIS BECAUSE ONE OF THE MAIN PURPOSES OF THIS REPORT IS TO INCLUDE RESPONSES TO ALL INDIVIDUAL QUESTIONS AND SUMMARY SCORE DISTRIBUTIONS OF THE QUESTIONNAIRE SO THAT FIRSTHAND INFORMATION IS AVAILABLE IN A SINGLE DOCUMENT. SEVENTY-ONE TABLES ARE INCLUDED, AS WELL AS AN APPENDIX INDICATING WAY-OF-LIFE PREFERENCES FOR EACH OF THE 4 GROUPS. (LS)
ERIC: ED040770

4325 SELECTED STATISTICS ON THE STATUS OF ASIAN-AMERICAN WOMEN 77
FONG, PAULINE;CABEZAS, AMADO
AMERASIA JOURNAL;4;1;133-142
STATISTICAL DATA, ECONOMIC STATUS, EMPLOYMENT PATTERNS, EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, ASIAN AMERICANS, FEMALES, RACIAL DISTRIBUTION, FAMILY INCOME, CAUCASIANS, SAN FRANCISCO, OAKLAND
TAKEN FROM A PAPER ON THE ECONOMIC AND EMPLOYMENT STATUS OF ASIAN WOMEN IN AMERICA BY PAULINE FONG AND AMADO CABEZAS OF ASIAN, INC., THIS BRIEF ANALYSIS OF STATISTICS ON ASIAN WOMEN INDICATES THAT HIGHLY EDUCATED ASIAN WOMEN DO NOT HAVE HIGHER INCOMES OR BETTER JOBS THAN MANY OF THOSE WITH LESS EDUCATION.
ERIC: EJ165147

4327 SELECTING AND DESIGNING A GROUP INCENTIVE PLAN 1975
DALY, P.H.
PERSONNEL JOURNAL, VOL.54, NO.6, JUNE 1975, P. 322-323, 356. BIBLIOG. 1
BONUS, EMPLOYEE COMPENSATION, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, LABOR RELATIONS, PARTICIPATIVE MANAGEMENT, PERFORMANCE, PERSONNEL MANAGEMENT, PRODUCTIVITY
DISCUSSES THE USES OF GROUP INCENTIVE PLANS AND THE ORGANIZATIONAL CLIMATE NECESSARY TO MAKE SUCH A PLAN WORKABLE.
MGMT: PEJ7540322

4328 SELECTING TYPES OF TRAINING PROGRAMS. SELF-PACED INSTRUCTIONAL MODULE. MODULE NUMBER IV-3. DEC 76
BROOKS, KENT
MISSISSIPPI RESEARCH AND CURRICULUM UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, STATE COLLEGE.: MISSISSIPPI STATE DEPT. OF EDUCATION, JACKSON. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. G007500439
NOTES: 22P.; FOR RELATED DOCUMENTS SEE CE 011 375-407
ADULT VOCATIONAL EDUCATION, INDUSTRIAL EDUCATION, INDUSTRY, JOB SKILLS, LEADERSHIP TRAINING, LEARNING ACTIVITIES, LEARNING MODULES, PROGRAM DESIGN, PROGRAM PLANNING, SERVICES, SKILL DEVELOPMENT, TEACHING METHODS, INDUSTRY SERVICES
ONE OF 33 SELF-PACED INSTRUCTIONAL MODULES FOR TRAINING INDUSTRY SERVICES LEADERS TO PROVIDE GUIDANCE IN THE PERFORMANCE OF MANPOWER SERVICES BY PUBLIC AGENCIES TO NEW AND EXPANDING PRIVATE INDUSTRY, THIS MODULE CONTAINS THREE SEQUENTIAL LEARNING ACTIVITIES ON SELECTING TYPES OF TRAINING PROGRAMS. FOCUS IS ON IDENTIFICATION OF THE MOST APPROPRIATE INSTRUCTIONAL METHODS AND MEANS FOR ACCOMPLISHING PREDETERMINED TRAINING OBJECTIVES COMPATIBLE WITH THE GOALS OF THE TRAINING INSTITUTION AND THE INDUSTRY. THE FIRST LEARNING ACTIVITY IS DESIGNED TO PROVIDE THE LEARNER WITH THE NEEDED BACKGROUND INFORMATION, THE SECOND TO GIVE OPPORTUNITY TO APPLY THAT INFORMATION IN A PRACTICE SITUATION, AND THE FINAL CHECK-OUT ACTIVITY ALLOWS HIM TO SELECT TYPES OF TRAINING PROGRAMS IN A REAL WORK SITUATION, E.G., WHEN HE IS EMPLOYED OR WHEN SERVING AS AN INTERN LEARNER. FEEDBACK DEVICES (A LEARNER SELF-TEST AND A PERFORMANCE CHECKLIST) ARE INCLUDED FOR USE BY THE LEARNER AND INSTRUCTOR/SUPERVISOR TO ASSESS PROGRESS. CASE STUDY INFORMATION AND A PROGRAM PLANNING WORKSHEET ARE PROVIDED FOR GUIDANCE IN PERFORMING THE OBJECTIVES. (TWO OF THE OTHER MODULES ALSO DEAL WITH IDENTIFYING TRAINING NEEDS, ONE ON COLLECTING FRAMEWORK PRODUCTION AND TRAINING INFORMATION AND ONE ON PREPARING A BUDGET FOR AN INDUSTRY SERVICES PROJECT.) (JT)
ERIC: ED141543 COORDINATOR OF INDUSTRY SERVICES, RESEARCH AND CURRICULUM UNIT FOR VOCATIONAL-TECHNICAL EDUCATION, COLLEGE OF EDUCATION, MISSISSIPPI STATE, MISSISSIPPI

(CONT.)
4329 39762 ($50.00 FOR THE SET OF 33)

4329 SELECTION OF MANPOWER MODELS 1974
PAZER, H.L.; HOAGLAND, J.S.
AMERICAN INSTITUTE FOR DECISION SCIENCES PROCEEDINGS, NO.6, OCT/NOV 1974, P. 191.
COST, DECISION MODELS, HUMAN RESOURCE INVENTORY, MANAGEMENT, MODELING, PERSONNEL MANAGEMENT, PLANNING, QUANTITATIVE METHODS
THIS PAPER BASICALLY REVIEWS ALL THE EXISTING MODELS ON MANPOWER PLANNING AND ALSO MAKES A MODEL FOR SELECTING MODELS CALLED THE MODEL SELECTION MODEL. IN ADDITION TO THIS IT ALSO PROVIDES DATA INPUTS ON MODEL COSTS, DATA COSTS ETC., WHICH WOULD HELP IN PICKING OUT THE LEAST COST COMBINATION OF THE MODEL AND SUPPORTING INFORMATION SYSTEM.
MGMT: AI074J0131

4330 SELECTION OF MILITARY PERSONNEL FOR FOREIGN LANGUAGE TRAINING. SEP 68
NEUMANN, IDELL;AND OTHERS
NAVAL PERSONNEL RESEARCH ACTIVITY, SAN DIEGO, CALIF.
NOTES: 28P.
ADMISSION CRITERIA, ADULT EDUCATION PROGRAMS, APTITUDE TESTS, COMPETITIVE SELECTION, EVALUATION CRITERIA, FEDERAL PROGRAMS, LANGUAGE ABILITY, LANGUAGE PROGRAMS, LANGUAGE TESTS, MILITARY PERSONNEL, PROGRAM IMPROVEMENT, RESEARCH PROJECTS, SECOND LANGUAGE LEARNING, STUDENT EVALUATION, STUDENT MOTIVATION, STUDENT TESTING
A RECENTLY INITIATED RESEARCH PROGRAM, DESIGNED TO DEVELOP TESTS AND OTHER PROCEDURES FOR IMPROVING THE SELECTION OF MILITARY PERSONNEL FOR LANGUAGE TRAINING, HAS ATTEMPTED TO AMPLIFY THE TRADITIONAL LANGUAGE APTITUDE REQUIREMENT TO INCLUDE SYSTEMATIC NON-COGNITIVE MEASURES OF THE PROSPECTIVE TRAINEES MOTIVATION. (AUTHOR/AF)
ERIC: ED031115 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VA. 22151 (AD-679 899, MF $.65 HC $3.00)

4331 THE SELECTIVE MIGRATION BIAS IN LABOR FORCE PARTICIPATION RATES AUG 72
LOWRY, DARRYL WAYNE
CALIFORNIA UNIV., BERKELEY.
CONTRACT NO. CL-91-06-71-19
NOTES: FINAL REPT. 138P
UNEMPLOYMENT, URBAN AREAS, LABOR RELATIONS, BIAS, MANPOWER, MOBILITY, SELECTIVE MANPOWER MIGRATION BIAS
A HYPOTHESIS IS CONSIDERED THAT INDIVIDUALS WITH HIGH PROPENSITIES TO BE IN THE LABOR FORCE MIGRATE FROM HIGH TO LOW UNEMPLOYMENT AREAS WITH THE RESULT THAT LABOR FORCE PARTICIPATION RATES RISE IN LOW UNEMPLOYMENT AREAS AND FALL IN HIGH UNEMPLOYMENT AREAS. FOR MALES, FEMALES, AND MALE AGE GROUPS, CHANGES IN 1960 SMSA PARTICIPATION RATES CAUSED BY MIGRATION ARE CORRELATED TO LONG-RUN AREA UNEMPLOYMENT ESTIMATES. A SELECTIVE MIGRATION BIAS SEEMS TO HAVE CAUSED AN OVERSTATEMENT OF THE CROSS-SECTION REGRESSION COEFFICIENTS LINKING PARTICIPATION RATES AND UNEMPLOYMENT WHICH HAVE BEEN USED TO REPRESENT THE DISCOURAGED-WORKER RESPONSE TO CHANGING DEMAND CONDITIONS. SOME OF THE DISCREPANCY BETWEEN TIME-SERIES AND CROSS-SECTION LABOR FORCE-UNEMPLOYMENT STUDIES ARE DISCUSSED.
NTIS: PB-214 315/4 NTIS PRICES PC$3.00/MF$0.95

4332 SELF-ACTUATED WORK BEHAVIOR AMONG LOW-INCOME PEOPLE. FINAL REPORT. 17 JUL 72
THOMPSON, DAVID L.;MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 154P.; SECOND IN A SERIES OF FOUR FINAL REPORTS. FOR PARTS 1, 3, AND 4 SEE PB-211 702, 704, AND 705. FOR PART 4, ALSO SEE CE000150
BEHAVIORAL SCIENCE RESEARCH, CLASS ATTITUDES, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT LEVEL, FAMILY ATTITUDES, LOW INCOME GROUPS, MOTIVATION, PARENT ATTITUDES, SELF ACTUALIZATION, WORK ATTITUDES, WIN, WORK INCENTIVE PROGRAM
IN A NATIONWIDE STUDY, DATA ABOUT ATTITUDES, BEHAVIOR, AND SOCIOECONOMIC AND PERSONAL CHARACTERISTICS WERE COLLECTED FROM OVER 6000 LOW-INCOME PEOPLE. BOTH THE WELFARE POOR AND THE WORKING POOR WERE INCLUDED IN THE STUDY. THE RESEARCH RESULTS ARE REPORTED IN FOUR VOLUMES. THIS REPORT COVERS ONLY THAT PART OF THE RESULTS THAT IS RELEVANT TO SELF-ACTUATED WORK BEHAVIOR AMONG LOW-INCOME HEADS OF FAMILIES. THE OBJECTIVE OF THE STUDY WAS TO DETERMINE THE ATTITUDES AND BELIEFS OF LOW-INCOME PEOPLE THAT AFFECT THEIR POSITION ALONG THE WELFARE-WORK CONTINUUM, AND TO DEVELOP HYPOTHESES CONCERNING WHICH OF THESE ATTITUDES ARE MOST LIKELY TO AFFECT THE SUCCESS OF ENROLLEES IN PROGRAMS SUCH AS WIN. WORK BEHAVIOR WAS FOUND TO BE RELATED TO ATTITUDES TOWARD WORK, ATTITUDES TOWARD THE FAMILY, SELF-IMAGE AND SEVERAL PERSONAL CHARACTERISTICS. IN GENERAL, ATTITUDES TOWARD WORK AND TOWARD WELFARE WERE FOUND TO HAVE LITTLE RELATIONSHIP TO THE WORK STATUS OF THESE LOW-INCOME PEOPLE. ON THE OTHER HAND, DEGREE OF SELF-CONFIDENCE AND ATTITUDES TOWARD THE FAMILY, PARTICULARLY ATTITUDES ABOUT CHILD CARE, WERE FOUND TO BE VERY IMPORTANT DETERMINANTS OF EMPLOYMENT STATUS. (NTIS)
ERIC: ED081912 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 703, HC $6.00)

4333 SELF-DEVELOPMENT AND CAREER EXPLORATION. FOR INDIVIDUALS WHO ARE IN THE PROCESS OF MAKING DECISIONS CONCERNING THEMSELVES AND THEIR FUTURES. 74
GRISWOLD, KENNETH W.
NOTES: 89P.
ADULT DEVELOPMENT, CAREER CHANGE, CAREER CHOICE, CAREER EXPLORATION, CAREER PLANNING,

(CONT.)

4333 DECISION MAKING, DECISION MAKING SKILLS, EMPLOYMENT TRENDS, GOAL ORIENTATION, GUIDES, INDIVIDUAL DEVELOPMENT, INFORMATION SOURCES, OCCUPATIONAL INFORMATION, SELF EVALUATION, STUDY GUIDES, VOCATIONAL DEVELOPMENT, WRITING EXERCISES

THE BOOK WAS WRITTEN TO HELP INDIVIDUAL ADULTS ACCOMPLISH FOUR OBJECTIVES (1) TO INCREASE SELF-AWARENESS BY DEVELOPING A PERSONAL PHILOSOPHY, (2) TO UNDERSTAND THE PSYCHOLOGY OF CAREER CHOICE, (3) TO GAIN OCCUPATIONAL SELF-UNDERSTANDING, AND (4) TO FORMULATE A PERSONAL PLAN FOR SELF-DEVELOPMENT. EXERCISES IN INTROSPECTION AND PROJECTION INTO THE FUTURE ARE FOLLOWED BY INFORMATION ON STANDARDIZED TESTING INSTRUMENTS AND ON THE VARIOUS SOCIAL AND PSYCHOLOGICAL FACTORS OF CAREER CHOICE. AN ANALYSIS OF CAREER DECISION MAKING IS PROVIDED. SOME BASIC PERSONAL CONSIDERATIONS IN CAREER SELECTION ARE OFFERED, AND THE PRINCIPLES OF CAREER CHOICE ARE DISCUSSED. A PERSONAL ASSESSMENT IS REQUIRED AT THE MIDWAY POINT OF THE BOOK, FOLLOWED BY CHAPTERS WHICH PROVIDE A JOB TREND ANALYSIS, A LISTING OF OCCUPATIONAL INFORMATION SOURCES, AND A SYSTEMATIC OUTLINE ENABLING INDIVIDUALS TO ANALYZE AN OCCUPATION OBJECTIVELY. ONE OF THE FINAL CHAPTERS IS DEVOTED TO A SELF-ANALYSIS DESIGNED TO DISCOVER THE INDIVIDUALS PRESENT SUITABILITY FOR HIS CAREER CHOICE THE FOLLOWING CHAPTER DISCUSSES PLACES AND METHODS FOR OBTAINING THE EDUCATION OR TRAINING NEEDED TO IMPLEMENT THE INDIVIDUALS DEVELOPMENT PLAN. THE FINAL CHAPTER ENCOURAGES THE INDIVIDUAL TO PROCEED TOWARD HIS DEFINED GOALS. A GENERAL BIBLIOGRAPHY AND SOURCES OF CAREER INFORMATION CONCLUDE THE BOOK. (AJ)

ERIC: ED120420 KENNETH GRISWOLD, P. O. BOX 4243, ROCKFORD, ILLINOIS 61110 ($4.50: 10-49 COPIES, $3.50 EACH: 50 OR MORE COPIES, $3.00 EACH)

4334 SELF-HELP BARRIO HIGH SCHOOLS THE STORY OF 250,000 STUDENTS LEARNING THEIR EDUCATION AND PREPARING THEMSELVES FOR LIFE. 72

ORATA, PEDRO T.

SEAMEO REGIONAL CENTER FOR EDUCATIONAL INNOVATION AND TECHNOLOGY (SINGAPORE).

NOTES: 292P.

COMPARATIVE EDUCATION, EDUCATIONAL DEVELOPMENT, EDUCATIONAL FINANCE, EDUCATIONAL INNOVATION, EDUCATIONAL OBJECTIVES, EDUCATIONAL PROBLEMS, HIGH SCHOOLS, SCHOOL COMMUNITY COOPERATION, SCHOOL COMMUNITY PROGRAMS, SCHOOL COMMUNITY RELATIONSHIP, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, BARRIO HIGH SCHOOLS, PHILIPPINES, SELF HELP SCHOOLS

AN INNOVATIVE APPROACH TOWARD PROVIDING AN OPPORTUNITY FOR HIGH SCHOOL EDUCATION IN THE PHILIPPINES THAT COULD ALSO SERVE AS A MODEL IN THE DEVELOPING COUNTRIES IS DESCRIBED IN THIS VOLUME. IN SMALL RURAL AREAS OF THE PHILIPPINES WHERE EDUCATION AT THE HIGH SCHOOL LEVEL HAD BEEN UNOBTAINABLE FOR MOST, COMMUNITIES ESTABLISHED, SUPPORTED, AND OPERATED SELF-HELP SCHOOLS WHICH ARE FINANCED FROM SOURCES ENTIRELY WITHIN THE COMMUNITY, UTILIZING LOCAL RESOURCES AND TALENTS OF LOCAL PEOPLE WITH THE PARENTS AND PUPILS UNDERTAKING FINANCIAL SUPPORT. AS PART OF HIS SCHOOL WORK IN WHICH ACADEMIC SUBJECTS ARE COORDINATED WITH PRACTICAL SUBJECTS, EACH CHILD UNDERTAKES A MONEY MAKING PROJECT THAT REQUIRES ONE OR MORE MANUAL, AGRICULTURAL, OR COMMERCIAL SKILLS. WAGES EARNED FOR CARRYING OUT THE PROJECT ARE USED FOR TUITION AND OTHER SCHOOL EXPENSES. EXISTING EDUCATIONAL FACILITIES ARE MAXIMIZED BY MAKING USE OF ELEMENTARY SCHOOL BUILDINGS WHEN ROOMS ARE FREE, AND MAKING USE OF THE ELEMENTARY SCHOOL TEACHERS AND MEMBERS OF THE COMMUNITY WITH APPROPRIATE SKILLS. INFORMATION IS INCLUDED ON THE GOAL OF UNIVERSAL EDUCATION IN THE PHILIPPINES: OBJECTIVES, ORGANIZATION, AND SUPPORT OF THE HIGH SCHOOLS: TEACHING STUDENTS TO MAKE PRACTICAL AND ETHICAL USE OF THE SCIENCES: TRAINING STUDENTS TO WORK TO EARN THEIR SCHOOL EXPENSES AND TO CONTRIBUTE TO ECONOMIC DEVELOPMENT: AND TESTED SOLUTIONS TO ONGOING PROBLEMS AND FUTURE PROSPECTS OF BARRIO HIGH SCHOOLS. (SJM)

ERIC: ED073042 EASTERN UNIVERSITIES PRESS SDN. BHD. 9-D DALMEIDA STREET, SINGAPORE 1 (NO PRICE QUOTED)

4335 A SELLERS MARKET IN EXECUTIVE TALENT 1976

BUSINESS WEEK, NO.2439, JULY 5, 1976, P. 14-15.

EXECUTIVE, EXECUTIVE COMPENSATION, HEAD HUNTER, HIRING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MARKET DEMAND, RECRUITMENT, WOMEN

DEMAND FOR EXECUTIVES IS GROWING AND THOSE BEING SOUGHT INCLUDE MIDDLE MANAGERS, MANAGERS OVER 50 AND STAFF EXECUTIVES. IN SUCH A STRONG MARKET EXECUTIVES ARE DEMANDING HIGHER PAY TO MOVE BETWEEN COMPANIES, AND RECRUITERS ARE HAVING TO KEEP EXECUTIVES HAPPY SO THEY WILL WANT TO MOVE.

MGMT: BWE7600514

4336 SEMINAR IN SUBSTANCE ABUSE - HRD 469 HIGHER EDUCATION COURSE MONOGRAPH NO. 5. JUN 75

OTTO, MARY L.

OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

GRANT NO. DL-31-26-74-05

NOTES: 31P.: FOR RELATED DOCUMENTS, SEE CG 010 560-566

ALCOHOLISM, COURSE DESCRIPTIONS, DRUG ADDICTION, HIGHER EDUCATION, HUMAN SERVICES, PERSONNEL, PROGRAM DEVELOPMENT, REHABILITATION COUNSELING, TRAINING, UNDERGRADUATE STUDY, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM

THIS IS A DESCRIPTION OF A TRAINING COURSE FOR HUMAN SERVICES PERSONNEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. SEMINAR IN SUBSTANCE ABUSE PROVIDES AN OVERVIEW OF METHODS FOR DELIVERING SERVICES TO SUBSTANCE ABUSERS. THE COURSE IS DESIGNED TO ASSIST PERSONS EXPERIENCED IN WORKING WITH SUBSTANCE ABUSERS BY REFINING AND BROADENING THE SCOPE OF SERVICES WHICH CAN BE OFFERED THROUGH SUBSTANCE ABUSE SERVICE CENTERS AND GOVERNMENTAL PROGRAMS. (AUTHOR)

ERIC: ED123530 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

4337 SEMINAR ON PREPARING THE DISADVANTAGED FOR JOBS A PLANNING HANDBOOK. PREP-10. 70
BANTA, TRUDY W.
TENNESSEE UNIV., KNOXVILLE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 54P.
DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, SEMINARS, TRAINING OBJECTIVES, PUTTING RESEARCH INTO EDUCATIONAL PRACTICE (PREP), TARGETED COMMUNICATIONS PROGRAM
AN EXTENSIVE REVIEW OF THE LITERATURE ON THE PROBLEM OF PREPARING THE DISADVANTAGED FOR JOBS HAS BEEN COMPILED. THE STUDY INCLUDES INFORMATION ON A NATION-WIDE SURVEY OF EXEMPLARY JOB-ORIENTED EDUCATION PROGRAMS FOR THE DISADVANTAGED CONDUCTED JOINTLY BY PRIVATE INDUSTRY AND THE SCHOOLS. FINALLY, THREE SEMINARS WERE HELD FOR BUSINESSMEN, EDUCATORS, AND OTHER COMMUNITY LEADERS IN KNOXVILLE, DENVER AND NEW YORK CITY TO TEST THE SEMINAR AS A METHOD OF DISSEMINATING THE MATERIAL COMPILED BY THE STUDY AND TO STIMULATE INTEREST IN FURTHER COOPERATIVE EFFORTS. IT IS BELIEVED THAT THE EXPERIENCE GAINED IN THE THREE TRIAL SEMINARS HAS PROVIDED A SET OF GUIDELINES THAT COULD BE HELPFUL TO OTHERS WHO MIGHT WISH TO HOLD SUCH A SEMINAR IN OTHER COMMUNITIES. ACCORDINGLY A HANDBOOK HAS BEEN DEVELOPED IN ORDER TO CONVEY AN UNDERSTANDING OF THE OBJECTIVES OF A SEMINAR ON PREPARING THE DISADVANTAGED FOR JOBS AND OF THE MEANS WHICH MAY BE EMPLOYED TO ATTAIN THESE OBJECTIVES. THIS PROJECT WAS FUNDED BY THE OFFICE OF EDUCATION UNDER ITS TARGETED COMMUNICATIONS PROGRAM. A RELATED DOCUMENT IS ED 034 085. (DN)
ERIC: ED034086

4338 A SEMINAR ON SERVING THE OLDER WORKER (AUGUST 7-9, 1968). 68
IOWA EMPLOYMENT SECURITY COMMISSION, DES MOINES.
NOTES: 74P.
AGE, ATTITUDES, BIBLIOGRAPHIES, COUNSELING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, INDIVIDUAL DIFFERENCES, INTERAGENCY COOPERATION, JOB DEVELOPMENT, MIDDLE AGED, MINORITY GROUPS, NATIONAL PROGRAMS, PUBLIC RELATIONS, RETIREMENT, SEMINARS, SOCIAL SERVICES, VETERANS, VOCATIONAL RETRAINING
THE SEMINAR DESIGNED TO CREATE A LEARNING SITUATION FOR INDIVIDUALS WHOSE PROFESSIONAL CONCERNS INVOLVE VOCATIONAL NEEDS AND PROBLEMS FOCUSED ON THE NEED FOR EMPLOYERS AND EMPLOYMENT AGENCIES TO FOSTER AN OBJECTIVE ATTITUDE TOWARD THE EMPLOYMENT OF THE OLDER PERSON; DIFFERENTIATION BETWEEN PUBLICITY AND PUBLIC RELATIONS; PROVISION OF SERVICE AND AGENCY COOPERATION FOR THE OLDER ADULT; EXPANSION OF SOCIAL SERVICES FOR THE AGED; PHYSICAL AND PSYCHOLOGICAL CHANGES IN THE AGING; EMPLOYMENT PROBLEMS OF MINORITY GROUP OLDER WORKERS; SERVING OLDER VETERANS; PLANNING AT THE NATIONAL LEVEL; AND PLANNING A SEMINAR. FOUR WORKSHOPS COVERED THE FOLLOWING AREAS UPGRADING FOR EMPLOYABILITY; DEVELOPING A PLAN OF ACTION FOR THE OLDER WORKER; ATTITUDES AS THEY ARE AND AS THEY SHOULD BE; AND JOB DEVELOPMENT FOR THE OLDER WORKER. (A BIBLIOGRAPHY ON VARIOUS ASPECTS OF AGING IS INCLUDED.) (NL)
ERIC: ED034160

4339 SEMINAR/WORKSHOPS ON WOMEN IN THE WORLD OF WORK. U.S. OFFICE OF EDUCATION REGIONS I, II, VI, VII, IX, X AND NATIONAL INVITATIONAL WORKSHOP. FINAL REPORT. NOV 74
TECHNICAL EDUCATION RESEARCH CENTER, WASHINGTON, D.C. NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION.; BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF EDUCATIONAL SYSTEMS DEVELOPMENT.
NOTES: 132P.
WORKING WOMEN, EQUAL OPPORTUNITIES (JOBS), EQUAL EDUCATION, WORKSHOPS, FEMINISM, SEMINARS, FEMALES, EMPLOYMENT OPPORTUNITIES, EDUCATIONAL OPPORTUNITIES, SPEECHES, BIBLIOGRAPHIES, SEX DISCRIMINATION, CAREER EDUCATION, VOCATIONAL EDUCATION, LABOR FORCE
THREE REGIONAL AND ONE NATIONAL INVITATIONAL WORKSHOPS ON WOMEN IN THE WORLD OF WORK WERE HELD IN 1973-74 TO FURTHER THE PROFESSIONAL DEVELOPMENT OF LEADERS IN VOCATIONAL-TECHNICAL EDUCATION. THIS FINAL REPORT INCLUDES A DISCUSSION OF THE SOCIAL AND PSYCHOLOGICAL INFLUENCES AFFECTING WOMENS STATUS AND EQUALITY, RECOMMENDATIONS BY PARTICIPANTS TO CORRECT DISCRIMINATION AGAINST WOMEN IN EMPLOYMENT AND EDUCATION, AND A DISCUSSION OF IMMEDIATE OUTCOMES OF THE WORKSHOPS. APPENDIX I CONTAINS THE PRESENTATIONS WHICH WERE MADE ON THE FOLLOWING TOPICS THE COMPOSITION OF THE NATIONS LABOR FORCE, LAWS ON EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITIES FOR WOMEN, PROBLEMS AND ISSUES ASSOCIATED WITH THE EDUCATION AND EMPLOYMENT OF WOMEN, THE DESIRABILITY OF EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITIES, THE IMPLICATIONS OF ISSUES EMERGING FROM THE WOMENS RIGHTS MOVEMENT, AND CAREER EDUCATION CONCEPTS ASSOCIATED WITH WOMEN IN THE WORLD OF WORK. RESULTS OF A FOLLOWUP SURVEY, INCLUDING SPECIAL ACTION TAKEN BY PARTICIPANTS, ARE INCLUDED, ALONG WITH THE SURVEY QUESTIONNAIRE, THE WORKSHOP AGENDA AND PARTICIPANT LISTS. A 15-PAGE BIBLIOGRAPHY INCLUDES A LIST OF BOOKS, REPORTS, AND ARTICLES FOR GENERAL READING AND FOR USE AS REFERENCES AND RESOURCE MATERIALS. (AUTHOR/NJ)
AIM/ARM: VT102985

4340 SEMINAR/WORKSHOPS ON WOMEN IN THE WORLD OF WORK. U.S. OFFICE OF EDUCATION REGIONS III, IV AND V. FINAL REPORT. JUN 73
TECHNICAL EDUCATION RESEARCH CENTER, WASHINGTON, D.C. DELAWARE STATE DEPT. OF PUBLIC INSTRUCTION, DOVER. DIV. OF VOCATIONAL EDUCATION.; NATIONAL CENTER FOR IMPROVEMENT OF EDUCATIONAL SYSTEMS (DHEW/OE), WASHINGTON, D. C.
NOTES: 209P.
AFFIRMATIVE ACTION, EDUCATIONAL DISCRIMINATION, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL POLICY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR FORCE, LABOR LEGISLATION, POLITICAL INFLUENCES, SEX DISCRIMINATION, SOCIOECONOMIC INFLUENCES, SPEECHES, VOCATIONAL

(CONT.)
4340 DEVELOPMENT, WOMENS EDUCATION, WORKING WOMEN
A FINAL REPORT ON THE REGIONAL SEMINAR/WORKSHOPS ON WOMEN IN THE WORLD OF WORK CONDUCTED FOR SELECTED LEADERS IN VOCATIONAL EDUCATION AND INDUSTRY, THIS DOCUMENT CONTAINS THE FOLLOWING INFORMATION A DISCUSSION OF THE CURRENT POLITICAL, SOCIAL, AND ECONOMIC PATTERNS AFFECTING VOCATIONAL AND CAREER EDUCATION: POLICIES AND PROCEDURES RECOMMENDED BY WORKSHOP PARTICIPANTS TO CORRECT DISCRIMINATION AGAINST WOMEN IN EDUCATION AND EMPLOYMENT: AND THE ASSESSMENT OF THE SUCCESS AND IMPACT OF THE SEMINAR/WORKSHOPS BASED ON A FOLLOW-UP SURVEY OF THE PARTICIPANTS. THE APPENDIXES INCLUDE THE FOLLOW-UP QUESTIONNAIRE AND RESULTS, LISTS OF THE GENERAL AND LOCAL PLANNING COMMITTEES, THE AGENDA, AND THE PARTICIPANTS LIST. ALSO INCLUDED IN THE APPENDIX AND COMPRISING A MAJOR PORTION OF THE DOCUMENT ARE THE SPEECHES DELIVERED BY THE SEMINAR WORKSHOPS BY EDUCATORS, LAWYERS, AND GOVERNMENT OFFICIALS. THE SPEECHES ARE CONCERNED WITH THESE TOPICS THE COMPOSITION OF THE NATIONS LABOR FORCE: THE LAWS AND REGULATIONS AFFECTING THE EDUCATION AND EMPLOYMENT OF WOMEN: PROBLEMS ASSOCIATED WITH THE EDUCATION AND EMPLOYMENT OF WOMEN: THE IMPLICATION OF ISSUES EMERGING FROM THE WOMENS RIGHTS MOVEMENT: CAREER EDUCATION CONCEPTS ASSOCIATED WITH WOMEN IN THE WORLD OF WORK: AND THE DESIRABILITY OF EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITIES. (BM)
ERIC: ED143884

4341 SENIOR AIDES FIGHTING STEREOTYPES FEB 72
AUN, EMIL MICHAEL
MANPOWER:4:2:7-12
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, MANPOWER UTILIZATION, MIDDLE AGED, OLDER ADULTS, PART TIME JOBS, PROGRAM DESCRIPTIONS, SENIOR COMMUNITY SERVICE AIDES PROJECT
ERIC: EJ050281

4342 THE SENIOR COMMUNITY SERVICE PROJECT A DEMOGRAPHIC PROFILE, 1973-1976 SUM 76
DAVIS, DONALD L.:TAYLOR, WALTER
INDUSTRIAL GERONTOLOGY:3:3:191-196
ADULT EDUCATION PROGRAMS, NATIONAL DEMOGRAPHY, OLDER ADULTS, JOB TRAINING, WORK EXPERIENCE, COMMUNITY SERVICES, SERVICE OCCUPATIONS, JOB PLACEMENT, FEDERAL PROGRAMS, SENIOR COMMUNITY SERVICE PROJECT (SCSP)
A REPORT OF OLDER PERSONS PARTICIPATING IN THE SENIOR COMMUNITY SERVICE PROJECT (SCSP) DURING 1973-1976 FUNDED BY THE OLDER AMERICANS ACT THROUGH THE U.S. DEPARTMENT OF LABOR AS ADMINISTERED BY THE NATIONAL COUNCIL ON AGING. ENROLLMENT AND PLACEMENT STATISTICS AND EFFECTS ON DELIVERY OF HUMAN SERVICES ARE INCLUDED. (ABM)
ERIC: EJ145358

4343 THE SENIOR WORKER-EMPO.LPYED AND UNEMPLOYED 1976
RHINE, S.H.
CONFERENCE BOARD RECORD, VOL.13, NO.5, MAY 1976, P. 5-12.
DISCRIMINATION, EARNINGS, ECONOMICS, EDUCATION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LAPOR FORCE, RETIREMENT, SOCIAL SECURITY, UNEMPLOYMENT
COMPARES PARTICIPATION IN THE LABOR MARKET, EARNINGS, EDUCATION, AND RETIREMENT OF THE OLDER WORKER WITH OTHER AGE GROUPS.
MGMT: CBR76E0005

4344 SENIORITY SQUEEZES OUT MINORITIES IN LAYOFFS 1975
BUSINESS WEEK, NO.2379, MAY 5, 1975, P. 66-67.
EEO, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR RELATIONS, LAYOFF, MANAGEMENT, MINORITIES, RECESSION, UNIONS, WOMEN IN BUSINESS
MOST EMPLOYERS DO NOT FLOUT SENIORITY TO KEEP MINORITIES AND WOMEN EMPLOYED.
MGMT: BWE75E0566

4345 SENIORITY SYSTEMS AND THE LAW 1976
FRIEDMAN, B.A.
PERSONNEL JOURNAL, VOL.55, NO.7, JULY 1976, P. 334-336,339.
AFFIRMATIVE ACTION, DISCRIMINATION, EMPLOYMENT POLICY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LAW, LAYOFF, MINORITIES, PERSONNEL MANAGEMENT, SENIORITY
SENIORITY PLANS MAY BE ILLEGAL UNDER THE CIVIL RIGHTS ACT OF 1964 IF THEY RESULT IN DISCRIMINATION AGAINST RECENTLY HIRED MINORITY WORKERS IN CUTBACKS OR LAYOFFS. DISCUSSES LEGAL HISTORY OF THE ISSUE, TYPES OF SENIORITY SYSTEMS, AND MAKES RECOMMENDATIONS TO EMPLOYERS TO ENSURE COMPLIANCE.
MGMT: PEJ7650334

4346 THE SENSITIVITY OF MALE LABOR SUPPLY ESTIMATES TO CHOICE OF ASSUMPTIONS 1976
DAVANZO, J.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.3, AUG 1976, P. 313-325. BIBLIOG. 21
ECONOMICS, EDUCATION, ELASTICITY, INDUSTRIAL RELATIONS, LABOR MARKET, MODELING, QUANTITATIVE METHODS, REGRESSION ANALYSIS, SAMPLING, SENSITIVITY ANALYSIS, SUPPLY AND DEMAND, WAGES
ANALYZES THE TRADITIONAL LABOR SUPPLY MODEL USING SEVERAL COMPETING METHODOLOGIES. LABOR SUPPLY PARAMETERS ESTIMATED WITH CROSS-SECTIONAL DATA ARE HIGHLY DEPENDENT ON ASSUMPTIONS THAT RESEARCHERS MUST MAKE IN CONSTRUCTING WAGE AND ASSET VARIABLES, SPECIFYING THE LABOR SUPPLY EQUATION, AND CHOOSING THE SAMPLE.
MGMT: RES76H0313

6347 A SERIES OF CLINICS FOR UPDATING SKILLS OF ADMINISTRATORS, SUPERVISORS AND TEACHER EDUCATORS IN EVALUATING OCCUPATIONAL EDUCATION PROGRAMS. FINAL REPORT 1973-1974. 74
BARKLEY, MARGARET V.;AND OTHERS
ARIZONA STATE DEPT. OF EDUCATION, PHOENIX. DIV. OF CAREER AND VOCATIONAL EDUCATION.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 31P.; FOR RELATED DOCUMENTS, SEE CE 007 070-072; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF PARTS OF ORIGINAL
ADMINISTRATIVE PERSONNEL, COOPERATIVE PLANNING, CURRICULUM EVALUATION, EDUCATIONAL ACCOUNTABILITY, EDUCATIONAL ASSESSMENT, EVALUATION CRITERIA, EVALUATION METHODS, INSERVICE PROGRAMS, PROGRAM EVALUATION, STATE PROGRAMS, TEACHER EDUCATORS, VOCATIONAL EDUCATION, WORKSHOPS, ARIZONA
ACCOUNTABILITY WAS THE KEYNOTE ADDRESS AT THE SECOND SERIES OF INSERVICE CLINICS SPONSORED BY THE ARIZONA STATE DEPARTMENT OF EDUCATION, DIVISION OF CAREER AND VOCATIONAL EDUCATION. TWO HUNDRED AND FIVE PERSONS ATTENDED THE TWO-DAY CLINICS, WITH 90 ATTENDING THE FOLLOWUP SESSIONS. THE OVERALL OBJECTIVE WAS TO HAVE PARTICIPANTS DEVELOP PLANS FOR EVALUATING OCCUPATIONAL EDUCATION IN THEIR RESPECTIVE SITUATIONS. PROGRAM TOPICS INCLUDED: EVALUATION AS A DECISION-MAKING PROCESS, EVALUATION AT THE LOCAL LEVEL, THE MONITORING PROCESS, AND THE COMMUNICATIONS PROCESS. PARTICIPANTS WERE GIVEN A PRETEST AND POST-TEST TO ASSESS THEIR KNOWLEDGE OF EVALUATION FOR OCCUPATIONAL EDUCATION AND WERE ASSIGNED THE TASK OF FORMULATING EVALUATION PLANS. AT THE END OF THE CLINICS, 50% OF THE PARTICIPANTS DID SUBMIT PLANS. OF THOSE ATTENDING THE FOLLOWUP CLINIC, OVER 60% SUBMITTED PLANS. RESULTS OF THE PRETEST AND POST-TEST SHOWED IMPROVEMENT IN MOST AREAS OF EVALUATION. THE CLINICS WERE SUCCESSFUL IN ACHIEVING THEIR GOALS, AND RECOMMENDATIONS FOR FUTURE CLINICS WERE SUBMITTED. APPENDIXES TO THE REPORT INCLUDE AN OUTLINE OF EVALUATION PROCESSES, EXAMPLE OF A MONITORING REPORT, THE PRETEST AND POST-TEST GIVEN TO PARTICIPANTS, THE PROGRAM FORMAT, AND REPRESENTATIVE EVALUATION PLANS. (RG)
ERIC: ED122132

6348 SERVICE ENGINEER (MACH. TOOLS + ACCESS.) 5-83.988--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 3P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SERVICE ENGINEER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062445

6349 SERVING THOSE WHO SERVED AUG 72
MANPOWER;4;8;7-12
APPRENTICESHIPS, EMPLOYMENT PROGRAMS, JOB PLACEMENT, JOB TRAINING, LABOR UNIONS, MANPOWER DEVELOPMENT, TRAINEES, VETERANS, PROJECT TRANSITION
LABOR UNIONS PROVIDE JOB AND TRAINING INFORMATION TO SERVICEMEN AT SEPARATION CENTERS AND THROUGHOUT THE COUNTRY. THROUGH PROJECT TRANSITION, PRE-APPRENTICESHIP TRAINING IS GIVEN TO SERVICEMEN WHO MAY BE PLACED AS APPRENTICES AFTER DISCHARGE. (MF)
ERIC: EJ068002

6350 SESA PRODUCTIVITY MEASUREMENT SYSTEM. MEASURING THE PRODUCTIVITY OF THE STATE EMPLOYMENT SERVICE AGENCIES. FINAL REPORT. 24 SEP 76
MEIKE, C.;AND OTHERS
ANALYTIC SYSTEMS, INC., VIENNA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-51-75-47
NOTES: 305P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT
CONCEPTUAL SCHEMES, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, EVALUATION CRITERIA, EVALUATION METHODS, MANAGEMENT INFORMATION SYSTEMS, MEASUREMENT TECHNIQUES, PERFORMANCE CRITERIA, PRODUCTIVITY, PROGRAM EVALUATION, STATE PROGRAMS, SYSTEMS DEVELOPMENT, RESEARCH ALLOCATIONS, STATE EMPLOYMENT SERVICES, UNITED STATES EMPLOYMENT SERVICE
THE STUDY REPORTED HERE WAS PERFORMED TO DEVELOP THE PRODUCTIVITY MEASUREMENT SYSTEM (PMS), A METHOD FOR MEASURING THE PRODUCTIVITY OF STATE EMPLOYMENT SERVICE AGENCIES (SESA) THAT UTILIZE OTHER PRODUCTIVITY MEASURES BESIDES PLACEMENTS, WHICH IS THE MEASURE USED IN THE CURRENT SYSTEM, RESEARCH ALLOCATION FORMULA (RAF). CHAPTER 1 COVERS THE PURPOSE AND BACKGROUND OF THE STUDY AND ORGANIZATION OF THE REPORT. CHAPTER 2 PRESENTS AN OVERVIEW OF PMS AND DISCUSSES THE STRUCTURE OF THE PMS MODEL, INPUT AND OUTPUT MEASURES, WEIGHTING AND AGGREGATING MODEL COMPONENTS, AND MODEL IMPLEMENTATION AND

(CONT.)

4350 APPLICATION CONSIDERATIONS. CHAPTER 3 DISCUSSES INPUT MEASURES AND INCLUDES CLASSIFICATION OF INPUT MEASURES, DATA SOURCES, AND ALLOCATION OF MANAGERIAL AND ADMINISTRATIVE FUNCTIONS. CHAPTER 4 DISCUSSES THE SYSTEMS OUTPUT MEASURES AND INCLUDES THE DEFINITION AND CLASSIFICATION OF THE MEASURES, DATA SOURCES, AND THE PROCESS FOR ASSIGNING VALUES TO OUTPUTS. CHAPTER 5 EXPLAINS THE FRAMEWORK FOR MODEL COMPONENT AGGREGATION AND WEIGHTING. CHAPTER 6 CONTAINS A DEMONSTRATION OF PMS BASED ON THE RESULTS OF PILOT STUDIES AND DESCRIBES THE STRUCTURE OF SESA SERVICES: APPLICANT, EMPLOYER, AND AGENCY DATA: AND THE METHODOLOGY FOR MODEL OPERATION. CHAPTER 7 DISCUSSES REQUIREMENTS FOR IMPLEMENTING PMS AS AN ONGOING SYSTEM. AN EXTENSIVE APPENDIX CONTAINS SUPPLEMENTAL DATA SOURCE INFORMATION AND THE PILOT STUDY DESIGN. (EM)
ERIC: ED139925 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

4351 SET-UP MAN, SHEET METAL (ANY IND.) 616.380--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SHEET METAL WORKERS, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067421

4352 SEWAGE-PLANT OPERATOR (ANY IND.), WATER-TREATMENT-PLANT OPERATOR (WATERWORKS) 954.782: SEWAGE-PLANT OPERATOR (SANITARY SER.), WASTE-TREATMENT-PLANT OPERATOR (SANITARY SER.) 955.782, I 955.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, ENVIRONMENTAL TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WASTES, WATER POLLUTION CONTROL, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED070776

4353 SEWER, HAND II 6-25.050: DRY CLEANER, HAND 7-57.101: PRESSER, MACHINE 7-57.511: WOOL PRESSER 7-57.511: SHIRT PRESSER 7-57.512: GARMENT EXAMINER 7-57.562 -- TECHNICAL REPORT ON THE STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 52
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CLEANING, CLOTHING MAINTENANCE SPECIALISTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEWING MACHINE OPERATORS, TEST RELIABILITY, TEST VALIDITY, DRY CLEANER HAND, GARMENT EXAMINER, GATB, GENERAL APTITUDE TEST BATTERY, PRESSER MACHINE, SEWER, HAND II, SHIRT PRESSER, WOOL PRESSER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)

4353 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059301

4354 SEWING MACHINE OPERATORS, SELECTED 786.782 AND 787.782--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEWING MACHINE OPERATORS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GLOVE SEWER, STRAW HAT MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059284

4355 SEWING-MACHINE REPAIRMAN (ANY IND.) 639.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SEWING MACHINE REPAIRMEN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066431

4356 SEX AND RACE DIFFERENCES IN NONACADEMIC WAGES ON A UNIVERSITY CAMPUS 1976
FERBER, M.A.; WESTMILLER, A.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.3, SUMMER 1976, P. 366-373. BIBLIOG. 11
BLACKS, COLLEGES AND UNIVERSITIES, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INCOME DISTRIBUTION, JOB CLASSIFICATION, MINORITIES, QUANTITATIVE METHODS, STATISTICAL MODEL, WAGES, WOMEN
THE HYPOTHESIS THAT SEX AND RACE DO NOT INFLUENCE WAGE RATES IN UNIVERSITY NONACADEMIC EMPLOYMENT CAN BE TESTED BY ANALYZING DATA FROM A LARGE UNIVERSITY. RESULTS OF THE ANALYSIS SHOWS THAT SEX AND RACE DO INFLUENCE MINIMUM, MAXIMUM, AND AVERAGE SALARY RATES FOR A VARIETY OF JOB CLASSIFICATIONS.
MGMT: JHR76P0366

4357 A SEX COMPARISON OF REASONS FOR ATTRITION IN A MALE- DOMINATED OCCUPATION 1974
MATHEWS, J.J.; COLLINS, W.E.; COBB, B.B.
PERSONNEL PSYCHOLOGY, VOL.27, NO.4, WINTER 1974, P. 535-541. BIBLIOG. 10
DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, TRAINING AND DEVELOPMENT, TURNOVER, WOMEN IN BUSINESS
STUDY ANALYZES THE REASONS FOR ATTRITION FROM AN AIR TRAFFIC CONTROL TRAINING POSITION, WHICH HAS BEEN TRADITIONALLY MALE-DOMINATED DISCOVERS SIGNIFICANT DIFFERENCES IN THE REASONS FOR ATTRITION BETWEEN MEN AND WOMEN.
MGMT: PPS7470535

4358 SEX DISCRIMINATION AND EMPLOYMENT PRACTICES AN EXPERIMENT WITH UNCONVENTIONAL JOB

INQUIRIES APR 75
LEVINSON, RICHARD M.
SOCIAL PROBLEMS:22:4:533-542
SEX DISCRIMINATION, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT INTERVIEWS, TELEPHONE COMMUNICATIONS INDUSTRY, SEX ROLE, SEX STEREOTYPES, MALES, FEMALES, PUBLICIZE
CLEAR CUT DISCRIMINATION WAS FOUND IN OVER ONE-THIRD OF TELEPHONED INQUIRIES MADE BY MALES AND FEMALES. DISCRIMINATION OCCURRED IN A GREATER PROPORTION OF MALE THAN FEMALE INQUIRIES ABOUT SEX-INAPPROPRIATE JOBS. SEX DISCRIMINATION AND SEGREGATION CONTINUES TO BE PRACTICED IN CONTEMPORARY EMPLOYMENT PROCEDURES. (AUTHOR/AM)
ERIC: EJ125239

4359 SEX DISCRIMINATION AND TITLE VII SPR 75
WELLS, GWENDOLYN M.
UMKC LAW REVIEW:43:3:273-95
SEX DISCRIMINATION, CIVIL RIGHTS LEGISLATION, DISCRIMINATORY LEGISLATION, WORKING WOMEN, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, FEMALES, MALES, PREGNANCY, TITLE VII, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEOC
IMPLICATIONS OF TITLE VII FOR DEALING WITH SEX DISCRIMINATION ARE DISCUSSED. IT IS SUGGESTED THAT THE IMPACT SHOULD NOT BE ASSESSED PURELY IN TERMS OF VISIBLE CHANGE BUT IN THE CHANGED PERSPECTIVES THAT WOMEN HAVE BEGUN TO ASSUME AS TO THEIR OWN POTENTIALS. (LBM)
ERIC: EJ155320

4360 SEX DISCRIMINATION AND TITLE VII OF THE CIVIL RIGHTS ACT 1977
GILBREATH, J.D.
PERSONNEL JOURNAL, VOL.56, NO.1, JAN 1977, P. 23-26. BIBLIOG. 37
CIVIL RIGHTS, DISCRIMINATION, EEO, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, MANAGEMENT, WOMEN
STATE LAWS, COMPANY POLICIES, CORPORATE DEFENSE OF DISCRIMINATORY POLICIES, AND EMPLOYEE RECOURSE ARE DISCUSSED IN RELATION TO TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.
MGMT: PEJ7740023

4361 SEX ROLES AND EDUCATION IN SWEDEN W 72
FREDRIKSSON, INGRID
NEW YORK UNIVERSITY EDUCATION QUARTERLY:3:2:17-24
EDUCATIONAL POLICY, EQUAL OPPORTUNITIES (JOBS), FEMINISM, OCCUPATIONAL GUIDANCE, SOCIAL CHANGE, WOMENS EDUCATION, WORKING WOMEN, SWEDEN
NOW THAT NATIONAL POLICY DECREES THAT SEXUAL EQUALITY SHOULD EXTEND TO VOCATIONAL EXPECTATIONS AND DOMESTIC WORK, SWEDEN IS MOVING DELIBERATELY AND WITH CONVICTION TOWARD CAREER, HOME, AND POLITICAL ROLES UNDIFFERENTIATED BY SEX. (AUTHOR/JB)
ERIC: EJ051250

4362 SEX STEREOTYPES: AN ARTIFACT IN LEADER BEHAVIOR AND SUBORDINATE SATISFACTION ANALYSIS 1976
OSBORN, R.N.; VICARS, W.M.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.3, SEPT 1976, P. 439-449. BIBLIOG. 33
GROUP DYNAMICS, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LEADERSHIP, MANAGER BEHAVIOR, SUPERIOR SUBORDINATE RELATIONSHIP, WOMEN, WOMEN IN BUSINESS
AN INVESTIGATION OF THE IMPACT OF SEX ON LEADERSHIP BEHAVIOR AND SUBORDINATE SATISFACTION. EVIDENCE INDICATES NO SIGNIFICANT DIFFERENCES IN THE BEHAVIOR PATTERNS OF MALE AND FEMALE LEADERS AND IN THE EXTENT OF EMPLOYEE SATISFACTION WITHIN GROUPS HEADED BY LEADERS OF DIFFERENT SEX.
MGMT: AMJ7610439

4363 SEX, CAREER AND FAMILY INCLUDING AN INTERNATIONAL REVIEW OF WOMENS ROLES. 71
FOGARTY, MICHAEL P.;AND OTHERS
NOTES: 581P.
CAREER LADDERS, CAREER OPPORTUNITIES, CHANGING ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), FAMILY (SOCIOLOGICAL UNIT), FAMILY STRUCTURE, FEMALES, FOREIGN COUNTRIES, INTERPERSONAL RELATIONSHIP, OCCUPATIONAL INFORMATION, RESEARCH, SEX DISCRIMINATION, SEX STEREOTYPES, WOMENS STUDIES, WORKING WOMEN, GREAT BRITAIN, PEP, POLITICAL AND ECONOMIC PLANNING
ALTHOUGH CONCERNED PRIMARILY WITH WOMEN IN TOP JOBS, THE STUDY ALSO EXTENDS TO WOMENS OPPORTUNITIES IN PROFESSIONAL AND MANAGERIAL POSITIONS. IT ALSO FOCUSES ON THE GENERAL PATTERN OF RELATIONSHIPS BETWEEN MEN AND WOMEN. EXAMINING THE SPECIAL PROBLEM OF WOMENS PROMOTION TO TOP JOBS, PART 1 STUDIES THE DISCREPANCY BETWEEN WOMENS CONTRIBUTION TO THE LOWER AND MIDDLE RANKS OF MANY HIGHLY QUALIFIED PROFESSIONS AND THE SMALLER NUMBER OF WOMEN IN HIGHER POSTS. PART 2 REVIEWS RECENT DEVELOPMENTS IN EASTERN EUROPE AND IN WESTERN COUNTRIES, STUDYING THE CONVERGENCE OF THEIR DIFFERENT IDEOLOGICAL POINTS OF VIEW, ATTITUDES, AND POLICIES. BASED ON NATIONAL SURVEYS, PART 3 CONSIDERS THE CAREER AND FAMILY PATTERNS ENVISAGED BY YOUNG, HIGHLY QUALIFIED BRITISH WOMEN AND THE PRACTICABILITY OF RECONCILING THE TWO CAREERS OF HUSBAND AND WIFE WITH SUCCESSFUL FAMILY LIFE. PART 4 EXAMINES THE RESULTS OF STUDIES OF WOMENS EXPERIENCE IN THE FOLLOWING OCCUPATIONS INDUSTRIAL AND GENERAL BUSINESS MANAGEMENT, THE BROADCASTING INDUSTRY, ADMINISTRATIVE CIVIL SERVICE, ARCHITECTURE, MEDICINE, TEACHING, AND SOCIAL SERVICE. FINALLY PART 5 CONSIDERS POSSIBLE LONG RANGE IMPLICATIONS OF THE ENQUIRY, AND OF PARALLEL WORK BY POLITICAL AND ECONOMIC PLANNING (PEP) ON THE AGENCIES PROMOTING EQUAL OPPORTUNITIES FOR WOMEN. STATISTICAL DATA ARE APPENDED. (MW)

(CONT.)
4363 ERIC: ED102362 SAGE PUBLICATIONS, INC., 275 SOUTH BEVERLY DRIVE, BEVERLY HILLS, CALIFORNIA 90212 ($17.50 CLOTH, $7.50 PAPER)

4364 SEX, ORGANIZATIONAL LEVEL, AND OUTCOME IMPORTANCE: WHERE THE DIFFERENCES ARE 1975
SCHULER, R.S.
PERSONNEL PSYCHOLOGY, VOL.28, NO.3, AUTUMN 1975, P. 365-375. BIBLIOG. 18.
DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, WOMEN IN BUSINESS
JOB OUTCOME IMPORTANCE AS A FUNCTION OF OCCUPATIONAL LEVEL MAY REFLECT A STEREOTYPICAL ATTITUDE MORE THAN REALITY. RESEARCH RESULTS.
MGMT: PPS7580365

4365 SEX-ROLE IDEOLOGIES AND CAREER SALIENCE OF COLLEGE WOMEN. A PRELIMINARY REPORT. MAR 74
ERICKSON, LINDA G.;NORDIN, MARGARET L.
KANSAS STATE UNIV., MANHATTAN. CENTER FOR STUDENT DEVELOPMENT.
NOTES: 29P.
CAREER CHOICE, COLLEGE STUDENTS, FEMALES, MOTHERS, OCCUPATIONAL CHOICE, RESEARCH PROJECTS, ROLE CONFLICT, ROLE PERCEPTION, SEX ROLE, SOCIALIZATION, VOCATIONAL DEVELOPMENT
THIS PROJECT INVESTIGATED ATTITUDES OF ENTERING FRESHMEN COLLEGE WOMEN IN AN ATTEMPT TO LEARN WHETHER TRADITIONAL SEX-ROLE IDEOLOGIES WERE STILL PREDOMINANT, AND WHAT THE CAREER AND EDUCATIONAL ASPIRATION LEVELS OF THESE YOUNG WOMEN WERE. THE VARIABLES MOST CONCERNING THE AUTHORS WERE CAREER SALIENCE, EDUCATIONAL AND CAREER ASPIRATIONS, OPINIONS ON THE WOMENS MOVEMENT, AND EXPRESSIONS OF SUCCESS OR ACHIEVEMENT ORIENTATION. SEVEN HYPOTHESES WERE FORMULATED AS WELL AS A QUESTIONNAIRE DESIGNED TO TEST THESE HYPOTHESES. GENERAL FINDINGS FROM THE STUDY SHOWED THAT 43 PERCENT OF THE WOMEN GAVE CAREER SALIENT RESPONSES AND THAT THE GREATER PROPORTION OF THESE WOMEN WERE FROM URBAN BACKGROUNDS. FOUR-FIFTHS OF THE CAREER SALIENT WOMEN SAID THAT THEIR MOTHERS WERE SATISFIED WITH THE ROLE OF HOMEMAKER, AND TWO-THIRDS OF THE MOTHERS OF THESE WOMEN WHO WERE EMPLOYED HAD POSITIVE FEELINGS ABOUT THEIR EMPLOYMENT. DETAILED ANALYSIS OF THE RESULTS IS NOT PRESENTED IN THIS PAPER BUT WILL BE FORTHCOMING IN ANOTHER DOCUMENT. (AUTHOR/PC)
ERIC: ED095469

4366 SEXISM IN RATINGS OF PERSONALITY TRAITS SUM 75
MAYER, STEVEN E.;BELL, ANITA I.
PERSONNEL PSYCHOLOGY:28:2:239-49
PSYCHOLOGICAL STUDIES, INDIVIDUAL CHARACTERISTICS, SEX DISCRIMINATION, STEREOTYPES, JOB APPLICANTS, MALES, FEMALES, RESEARCH METHODOLOGY, TABLES (DATA), FACTOR STRUCTURE
THIS STUDY IS CONCERNED WITH THE PERCEPTION OF COMPETENCE IN MEN AND WOMEN. IT EXAMINES THE STEREOTYPES THAT MEN AND WOMEN HAVE OF EACH OTHER, AS REVEALED BY THE INTERRELATIONS OF TRAITS THAT MAKE UP THEIR DESCRIPTIONS OF OTHER PEOPLE. (AUTHOR)
ERIC: EJ127028

4367 SEXISM IN TEXTBOOKS - WHAT THE PUBLISHERS THINK AND WHAT THEY ARE DOING OCT 72
LEWIS, JENNIFER
TEACHER:90:2:52-3
EDUCATIONAL DISCRIMINATION, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, PUBLISHING INDUSTRY, READING RESEARCH, SOCIAL DISCRIMINATION, STEREOTYPES, TEXTBOOK RESEARCH, WOMEN ON WORDS, WOW
PUBLISHERS RESPOND TO THE PROMPTING OF A TASK FORCE OF THE CENTRAL NEW JERSEY NATIONAL ORGANIZATION FOR WOMEN AND COME TO RECOGNIZE SEX STEREOTYPING IN THEIR PUBLICATIONS CAUSING THEM TO RE-EDIT AND REVISE BOOKS FOR STUDENTS AND ADULTS. (RK)
ERIC: EJ067707

4368 THE SEXUAL BARRIER: LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT. NOV 70
HUGHES, MARIJA MATICH
NOTES: 43P.
BIBLIOGRAPHIES, CAREER OPPORTUNITIES, CIVIL RIGHTS LEGISLATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), SALARY DIFFERENTIALS, SEX DISCRIMINATION, WORKING WOMEN
THIS BIBLIOGRAPHY COVERS THE LAWS AND CONDITIONS GOVERNING THE EMPLOYMENT OF WOMEN. INCLUDED ARE BOOKS, ARTICLES, PAMPHLETS, AND GOVERNMENT PUBLICATIONS DATING FROM 1959. TOPICS COVERED INCLUDE (1) LEGAL ASPECTS, (2) DISCRIMINATION IN EMPLOYMENT, (3) DIFFERENCE IN PAY, (4) PROFESSIONAL OPPORTUNITIES, AND (5) GENERAL. TWO SUPPLEMENTS ARE AVAILABLE AS VT 016 161-016 162 IN THIS ISSUE. (BH)
ERIC: ED065701 MARIJA MATICH HUGHES, 2422 FOX PLAZA, SAN FRANCISCO, CALIFORNIA 94102 ($5.00)

4369 THE SEXUAL BARRIER: LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT. SUPPLEMENT 1. APR 71
HUGHES, MARIJA MATICH
NOTES: 40P.
ANNOTATED BIBLIOGRAPHIES, CAREER OPPORTUNITIES, CIVIL RIGHTS LEGISLATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), SALARY DIFFERENTIALS, SEX DISCRIMINATION, WORKING WOMEN
THIS ANNOTATED BIBLIOGRAPHY COVERS THE LAWS AND CONDITIONS GOVERNING THE EMPLOYMENT OF WOMEN. INCLUDED ARE BOOKS, ARTICLES, PAMPHLETS, AND GOVERNMENT PUBLICATIONS PUBLISHED DURING 1970 AND 1971. TOPICS COVERED INCLUDE (1) DISCRIMINATION IN HIRING AND

(CONT.)
4369 PROMOTION, (2) EDUCATIONAL BARRIERS, (3) LEGISLATIVE AND JUDICIAL REMEDIES, (4) GENERAL EMPLOYMENT, AND (5) FOREIGN DEVELOPMENT. THIS SUPPLEMENT IS PART OF A SERIES AVAILABLE AS VT 016 160-016 162 IN THIS ISSUE. (BH)
ERIC: ED065702 MARIJA MATICH HUGHES, 2422 FOX PLAZA, SAN FRANCISCO, CALIFORNIA 94102 ($3.00)

4370 THE SEXUAL BARRIER: LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT. SUPPLEMENT 2. FEB 72
HUGHES, MARIJA MATICH
NOTES: 79P.
ANNOTATED BIBLIOGRAPHIES, CAREER OPPORTUNITIES, CIVIL RIGHTS LEGISLATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), SALARY DIFFERENTIALS, SEX DISCRIMINATION, WORKING WOMEN
THIS ANNOTATED BIBLIOGRAPHY COVERS THE LAWS AND CONDITIONS GOVERNING THE EMPLOYMENT OF WOMEN. INCLUDED ARE BOOKS, PAMPHLETS, ARTICLES, AND GOVERNMENT PUBLICATIONS PUBLISHED DURING 1970 AND 1971. TOPICS COVERED INCLUDE (1) BIBLIOGRAPHIES, (2) SEXUAL MYTHS, (3) EDUCATIONAL BARRIERS, (4) DISCRIMINATION IN HIRING AND PROMOTION, (5) THE ECONOMICS OF DISCRIMINATION, (6) LEGAL AND EDUCATIONAL REMEDIES, (7) GENERAL EMPLOYMENT, AND (8) FOREIGN DEVELOPMENTS. EARLIER EDITIONS OF THIS BIBLIOGRAPHY ARE AVAILABLE AS VT 016 160-016 161 IN THIS ISSUE. (BH)
ERIC: ED065703 MARIJA MATICH HUGHES, 2242 FOX PLAZA, SAN FRANCISCO, CALIFORNIA 94102 ($3.00)

4371 SEXUAL EQUALITY 1977
EANE, M.J.
ACROSS THE BOARD, VOL.14, NO.3, MARCH 1977, P. 12-24.
CONTRACTS, DISCRIMINATION, ECONOMICS, EEO, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, WOMEN IN BUSINESS
CONSIDERS THE PROGRESS AND STATE WOMENS ECONOMIC EQUALITY LEGISLATIVELY AND IN FACT AND HOW IT AFFECTS AND HAS BEEN AFFECTED BY FAMILY RESPONSIBILITIES.
MGMT: CB977C0012

4372 SEXUAL INEQUALITY OF EARNINGS IN METPOPOLITAN BLUE-COLLAR LABOR MARKETS 15 MAR 77
BIBB, ROBERT C.
ILLINOIS UNIV. AT URBANA-CHAMPAIGN. DEPT. OF SOCIOLOGY.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-17-76-23
NOTES: FINAL REPT. 388P
EMPLOYMENT, EARNINGS, FEMALES, LABOR MARKET, NTISLABPEU
SEXUAL EARNINGS DIFFERENTIALS AMONG URBAN BLUE-COLLAR WORKERS ARE EXAMINED VIA ANALYSES OF PERSON RECORDS FROM THE 1-IN-100 CENSUS PUBLIC USE SAMPLES. ECONOMIC AND SOCIOLOGICAL THEORIES OF INCOME DETERMINATION ARE EXAMINED AND FOUND TO BE INADEQUATE. A SOCIAL-STRUCTURAL MODEL IS PROPOSED WHICH LINKS THE ECONOMIC STRATIFICATION OF ENTERPRISES, OCCUPATIONAL POWER, AND SEX STRATIFICATION. A RECURSIVE PATH MODEL OF BLUE-COLLAR INCOME DETERMINATION IS ESTIMATED WHICH IDENTIFIES EARNINGS AS A FUNCTION OF SEX, FAMILY STATUS, HUMAN CAPITAL (EDUCATION, TRAINING, AND EXPERIENCE), INDUSTRY SECTORAL AND OCCUPATIONAL AFFILIATION, AND HOURS AND WEEKS WORKED. LOWER EARNINGS AMONG WOMEN ARE FOUND NOT TO BE ATTRIBUTABLE TO DIFFERENCES IN HUMAN CAPITAL INVESTMENTS BETWEEN THE SEXES, BUT INSTEAD RESULT FROM THE CONCENTRATION OF BLUE-COLLAR WOMEN IN UNSKILLED, UNORGANIZED OCCUPATIONAL GROUPS IN THE PERIPHERY SECTOR.
NTIS: PB-274 312/8ST NTIS PRICES PC A17/MF A01

4373 SHARED DECISION-MAKING AS A TREATMENT TECHNIQUE IN PRISON MANAGEMENT. 15 MAR 75
MURTON, THOMAS O.;BAUNACH, PHYLLIS JO
MURTON FOUNDATION FOR CRIMINAL JUSTICE, INC., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 269P.
ADULT PROGRAMS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, MANAGEMENT, MANAGEMENT DEVELOPMENT, NATIONAL SURVEYS, PARTICIPANT INVOLVEMENT, SELF ACTUALIZATION, SELF HELP PROGRAMS, TABLES (DATA), SHARED DECISION MAKING, UNITED STATES
THE FEDERALLY-SPONSORED RESEARCH AND DEVELOPMENT PROJECT CENTERED ON THE CURRENT STATE OF PARTICIPATORY MANAGEMENT PROGRAMS IN CORRECTIONAL INSTITUTIONS. QUESTIONNAIRES WERE MAILED TO ALL ADULT INSTITUTIONS KNOWN TO HAVE SOME FORM OF COUNCIL OR COMMITTEE STRUCTURE. ON-SITE VISITS CONDUCTED AT SEVERAL INSTITUTIONS INCLUDED LARGE AND SMALL; MALE, FEMALE, AND COED; THOSE HAVING COUNCILS AND THOSE HAVING COMMITTEES; AND THOSE REPRESENTING VARIOUS GEOGRAPHICAL REGIONS OF THE UNITED STATES. INTERVIEWS WERE HELD WITH ADMINISTRATORS, STAFF, AND INMATES WHERE POSSIBLE. COUNCIL MEMBERS WERE INTERVIEWED AND, WHEN ALLOWED, COUNCIL MEETINGS WERE OBSERVED. THERE IS CONFUSION AND MISCONCEPTION ABOUT PARTICIPATORY MANAGEMENT AND NO DIFFERENTIATION IN THE LITERATURE BASED UPON TYPOLOGICAL CATEGORIES. THE PREVAILING ASSUMPTION IN PENOLOGICAL CIRCLES THAT INMATE GOVERNMENT IS A CORRUPTING, DYSFUNCTIONAL MODALITY FOR PRISON MANAGEMENT IS BASED ALMOST ENTIRELY UPON EXAMPLES WHICH ARE NOT PARTICIPATORY MANAGEMENT AS DISCUSSED IN THIS PROJECT. INMATE COUNCILS HAVE COME INTO EXISTENCE MAINLY IN RESPONSE TO A CRISIS RATHER THAN AS A TREATMENT PROGRAM OF SELF-RESPONSIBILITY. ALTHOUGH THERE IS SOME EVIDENCE TO INDICATE MEASURABLE, POSITIVE EFFECTS OF SHARED DECISION-MAKING, THERE IS NO EVIDENCE OF RESEARCH OR EVALUATION TO ASSESS THE EFFECTS OF PARTICIPATORY MANAGEMENT ON EITHER THE INSTITUTIONS OR THE PARTICIPANTS. TABLES AND QUESTIONNAIRES ARE APPENDED. (AUTHOR/EA)
ERIC: ED109330

4374 SHEET METAL. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 24P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, SHEET METAL WORK, SHEET METAL WORKERS, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE SHEET METAL TRADE AS RECOMMENDED BY SUCCESSFUL SHEET METAL WORKERS. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A SHEET METAL WORKER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN SHEET METAL WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY; BLUEPRINT READING, PLANNING, DRAFTING, AND LAY OUT; LABOR AND MATERIAL ESTIMATING; TOOLS AND EQUIPMENT; SELECTION AND USE OF MATERIALS AND SUPPLIES; CONSTRUCTION, FABRICATION, ASSEMBLY, INSTALLATION, AND REPAIR; AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128565

4375 SHEET-METAL WORKER (ANY IND.) 804.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SHEET METAL WORK, SHEET METAL WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060121

4376 SHIPFITTER (SHIP AND BOAT BLDG. AND REP.) 806.381 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SHIPFITTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060085

4377 SHORT NOTICE 1975
STONE, M.
SUPERVISORY MANAGEMENT, VOL.20, NO.10, OCT 1975, P. 31.
ABSENTEEISM, EMPLOYEE COMPENSATION, INDUSTRIAL RELATIONS, LEAVE OF ABSENCE, MANAGEMENT, PERSONNEL MANAGEMENT, RECRUITMENT, UNIONS
AN EMPLOYEE REQUESTED LEAVE OF ABSENCE FOR GETTING MARRIED ONLY TWO HOURS BEFORE QUITTING TIME THE DAY BEFORE, RESULTING IN A THREE-DAY SUSPENSION LATER FOR ABSENTEEISM. THE UNION SUPPORTED HIS GRIEVANCE CLAIM BUT THE COMPANY ATTORNEY CLAIMED HE DID NOT GIVE ADEQUATE NOTICE.
MGMT: SPM75J0031

4378 SHORT TERM TRAINING PROGRAM FOR WIN (WORK INCENTIVE PROJECT) AND RELATED WELFARE PERSONNEL APR 72
SULLIVAN, INA
RUTGERS - THE STATE UNIV., NEW BRUNSWICK, N.J. GRADUATE SCHOOL OF SOCIAL WORK.
GRANT NO. DL-92-34-70-14
NOTES: FINAL REPT. JAN 70-DEC 71 28P
SOCIAL WELFARE, PROJECT PLANNING, SUPERVISION, SPECIALIZED TRAINING, WORK INCENTIVE PROJECT, DISADVANTAGED GROUPS, WELFARE PERSONNEL, WORKSHOPS
THE FEASIBILITY WAS EXPLORED OF USING SOCIAL WORK KNOWLEDGE TO DEVELOP A SHORT-TERM PROGRAM AND RELATED CURRICULUM MATERIALS FOR TRAINING PROGRAM STAFFS OF PUBLIC WELFARE AND MANPOWER AGENCIES ADMINISTERING WIN PROGRAMS, AS A MEANS OF ENHANCING THEIR KNOWLEDGE OF EACH AGENCYS ROLE AND FUNCTIONS AND IMPROVING THEIR SKILLS FOR DEALING EFFECTIVELY WITH PROBLEMS OF WELFARE CLIENTS AND OTHER DISADVANTAGED APPLICANTS. THE REPORT REVIEWS PROJECT OPERATIONS, PARTICULARLY THE CONTENT OF TWO WORKSHOPS--A 5-DAY WORKSHOP, FOLLOWED A MONTH LATER BY A 3-DAY RETRAINING WORKSHOP.
NTIS: PB-211 803 NTIS PRICES PC$3.00/MF$0.95

4379 THE SHORT-RUN BEHAVIOR OF SKILLED WAGE DIFFERENTIALS 1977
WALSH, W.D.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.3, APRIL 1977, P. 302-313. BIBLIOG. 5
CANADA, COMPETITION, COST, ECONOMIC TRENDS, ECONOMICS, HIRING, LABOR MARKET, SUPPLY AND DEMAND, WAGES
WAGE AND SKILL DIFFERENTIALS ARE UNPREDICTABLE IN DEMAND VARIATIONS IN RELATION TO SKILLED AND UNSKILLED WORKERS, HIRING CRITERIA, AND EMPLOYMENT COSTS WHICH FORMS THE BASIS TO AN ALTERNATIVE THEORY TO MELVIN W. REDERS THEORY ON OCCUPATIONAL WAGE DIFFERENTIALS.
MGMT: ILR7700302

4380 THE SHORT-RUN EMPLOYMENT DECISION AND OVERTIME BEHAVIOR IN U.S. INDUSTRY, 1966. JUN 70
EHRENBERG, RONALD GORDON
NORTHWESTERN UNIV., EVANSTON, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 267P.: PH.D. DISSERTATION: NORTHWESTERN UNIVERSITY
ECONOMIC FACTORS, EMPLOYMENT PROBLEMS, FRINGE BENEFITS, LABOR MARKET, MANPOWER NEEDS, OVERTIME, PERSONNEL POLICY, UNEMPLOYMENT
A RATIONAL MANPOWER POLICY MUST SEEK TO CREATE JOBS AS WELL AS TO PROVIDE TRAINING FOR UNEMPLOYED WORKERS. THE CREATION OF NEW JOBS HAS BEEN HINDERED, HOWEVER, BY THE OBSERVED TENDENCY OF EMPLOYERS TO SUBSTITUTE OVERTIME HOURS FOR ADDITIONAL EMPLOYEES, EVEN WHILE SUBSTANTIAL UNEMPLOYMENT EXISTS. ALTHOUGH A LARGE PROPORTION OF OVERTIME HOURS IS DUE TO DISEQUILIBRIUM PHENOMENA SUCH AS SEASONAL DEMAND OR RUSH ORDERS, THERE MAY EXIST A SUBSTANTIAL AMOUNT OF OVERTIME WHICH IS REGULARLY SCHEDULED BY EMPLOYERS FOR RATIONAL ECONOMIC REASONS. IN PARTICULAR, THERE ARE SUBSTANTIAL SUPPLEMENTARY COMPENSATION COSTS PER MAN WHICH ARE QUASI-FIXED IN THE SENSE OF BEING INDEPENDENT OF THE EXACT NUMBER OF HOURS PER WEEK THAT EACH EMPLOYEE WORKS. THESE INCLUDE EMPLOYERS COSTS FOR SUCH ITEMS AS PAID VACATIONS AND HOLIDAYS, PRIVATE WELFARE AND INSURANCE PLANS, AND MANY LEGALLY REQUIRED INSURANCE PAYMENTS. THE HIGHER THESE COSTS RELATIVE TO THE OVERTIME WAGE RATE, THE MORE LIKELY THAT EMPLOYERS WILL SUBSTITUTE OVERTIME FOR ADDITIONAL EMPLOYMENT. (AUTHOR/BH)
ERIC: ED052301 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 138, MF $0.95: SEE CATALOG FOR HARD COPY PRICE)

4381 THE SHORT-RUN SOCIO-ECONOMIC EFFECTS OF THE TERMINATION OF PUBLIC LAW 78 ON THE CALIFORNIA FARM LABOR MARKET FOR 1965-1967 JUN 69
SALANDINI, VICTOR PAUL
CATHOLIC UNIV. OF AMERICA, WASHINGTON, D. C.
NOTES: 315P
LABOR, LAW, AGRICULTURE, CALIFORNIA, FARM LABOR, SEASONAL WORKERS, MEXICAN WORKERS
FOREIGN WORKERS HAVE BEEN AN IMPORTANT SOURCE OF FARM LABOR IN CALIFORNIA FROM THE BEGINNING. WITH THE ENTRY OF THE UNITED STATES INTO WORLD WAR 2 DEMAND FOR PRODUCTION MOUNTED AT A TIME WHEN AMERICAN FARM WORKERS WERE ENTERING DEFENSE EMPLOYMENT. AS A RESULT, AN AGREEMENT WAS REACHED WITH THE MEXICAN GOVERNMENT THAT MEXICAN WORKERS WOULD BE BROUGHT OFFICIALLY INTO THE UNITED STATES TO ASSIST IN AGRICULTURAL WORK. THE STORY OF THE INTERACTION OF POLITICS AND ECONOMICS IN THIS ENDEAVOR IS EXAMINED HERE WITH MAJOR EMPHASIS BEING GIVEN TO THE RESULTING SOCIAL AND ECONOMIC EFFECTS ON THE CALIFORNIA FARM LABOR MARKET. (AUTHOR)
NTIS: PB-194 302 CFSTI PRICES HC$6.00 MF$0.95

4382 SHORT-RUN SUPPLY RESPONSES OF PROFESSIONAL NURSES: A MICROANALYSIS 1975
SLOAN, F.A.: RICHUPAN, S.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.2, SPRING 1975, P. 241.
DAY CARE, ECONOMETRICS, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, INCOME, LABOR FORCE, MEDICAL, MINORITIES, PROBABILITY, WAGES, WOMEN IN BUSINESS
ESTIMATES OF LABOR SUPPLY FUNCTIONS FOR MARRIED AND SINGLE PROFESSIONAL NURSES SHOWS SUPPLY RESPONSE TO NURSES AND SPOUSES HOURLY WAGE.
MGMT: JHR7500241

4383 SHORT-TERM MANPOWER PROJECTION METHODS FOR SELECTED SERVICES INDUSTRIES IN THE VENTURA COUNTY STANDARD METROPOLITAN STATISTICAL AREA. APR 69
LAWSON, WILLIAM HAROLD
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 201P.; PH.D. DISSERTATION, CLAREMONT GRADUATE SCHOOL, CALIFORNIA
EDUCATIONAL PLANNING, EMPLOYMENT PROJECTIONS, GOODNESS OF FIT, HEALTH OCCUPATIONS, MANPOWER NEEDS, MANPOWER UTILIZATION, RESEARCH DESIGN, SERVICE OCCUPATIONS, VOCATIONAL EDUCATION, STANDARD METROPOLITAN STATISTICAL AREAS, VENTURA COUNTY
THIS STUDY EVALUATED SHORT-TERM MANPOWER PROJECTION METHODS FOR THE PERSONAL SERVICES AND MEDICAL AND OTHER HEALTH SERVICES INDUSTRIES. AN EMPLOYER BENCHMARK SURVEY WAS USED TO ESTIMATE ACTUAL EMPLOYMENT OF COSMETOLOGISTS, BARBERS, REGISTERED NURSES, AND LICENSED VOCATIONAL NURSES. OUT OF SEVEN PROJECTION METHODS WHICH WERE APPLIED TO THE DATA, FOUR WERE SUCCESSFUL (1) A SINGLE ECONOMIC INDICATOR, (2) MULTIPLE LINEAR REGRESSION, (3) RATIO ANALYSIS, AND (4) GRAPHICAL EXTRAPOLATION. A 5-YEAR BASE PERIOD WORKED BETTER THAN THREE OR SEVEN. PROCEDURES FOR USING SHORT-TERM PROJECTION METHODS WERE DEVELOPED WHICH COULD PROVIDE PROJECTIONS ADEQUATE FOR EDUCATIONAL PLANNING AND INSTRUCTION IN A SUBURBAN STANDARD METROPOLITAN STATISTICAL AREA EXPERIENCING RAPID GROWTH. (AUTHOR/BH)
ERIC: ED056199 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 194 793, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4384 A SHORT-TERM TERMINAL COURSE FOR POTENTIAL DROPOUTS.
CANGEMI, JOSEPH P.
NOTES: 5P.
EMPLOYMENT OPPORTUNITIES, GUIDANCE COUNSELING, JOB PLACEMENT, POTENTIAL DROPOUTS, PROGRAM GUIDES, SPECIAL PROGRAMS, TERMINAL EDUCATION, MADISON AREA PROJECT, NEW YORK, SYRACUSE
STUDENTS IDENTIFIED AS HARD-CORE FUTURE DROPOUTS BY COUNSELORS, TEACHERS, AND SCHOOL ADMINISTRATORS SHOULD BE GROUPED TOGETHER FOR A COMPREHENSIVE, SHORT-TERM COURSE. SOME OF THE REALISTIC OBJECTIVES OF A TERMINAL PROGRAM FOR POTENTIAL DROPOUTS ARE--TO PREPARE STUDENTS WHO ARE DROPPING OUT OF SCHOOL FOR IMMEDIATE EMPLOYMENT, TO FAMILIARIZE STUDENTS WITH VARIOUS MEANS AND AGENCIES THAT CAN HELP THEM OBTAIN FULL-TIME AND PART-TIME WORK, TO PREPARE STUDENTS FOR JOB INTERVIEWS, TO EXPOSE STUDENTS TO PROCEDURES NEEDED FOR OBTAINING EMPLOYMENT CREDENTIALS, TO MAKE STUDENTS AWARE OF STATE LABOR LAWS AND EQUIVALENCY TESTS, AND TO LEAVE STUDENTS WITH KNOWLEDGE OF POSSIBLE PROCEDURES FOR REENTRY INTO THE SCHOOL PROGRAM. THE FOLLOWING IS A LIST OF UNITS RECOMMENDED FOR INCLUSION IN A TERMINAL PROGRAM--HOW TO FIND A JOB, HOW TO APPLY FOR A JOB, THE JOB INTERVIEW, HOW TO OBTAIN WORKING PAPERS, EMPLOYEE-EMPLOYER RELATIONS, EMPLOYEE RESPONSIBILITIES, RETIREMENT PLANS, BANKING AND SAVING, HOW TO COMPLETE INCOME TAX FORMS, UNION AND NON-UNION MEMBERSHIP, APPRENTICESHIP TRAINING PROGRAMS, AND THE ARMED FORCES.
ERIC: ED001687

4385 THE SHORTAGE OF SKILLED AND TECHNICAL WORKERS: AN INQUIRY INTO SELECTED OCCUPATIONS IN SHORT SUPPLY. JUN 68
FRANKE, WALTER;SOBEL, IRVIN
ILLINOIS UNIV., URBANA. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 485P.
EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT TRENDS, ENGINEERING TECHNICIANS, FIELD INTERVIEWS, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, JOB SATISFACTION, LABOR MARKET, LABOR SUPPLY, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, PARAMEDICAL OCCUPATIONS, RECRUITMENT, TECHNICAL OCCUPATIONS, VOCATIONAL EDUCATION, CHICAGO, ST. LOUIS
THE INSTITUTIONAL ARRANGEMENTS THROUGH WHICH WORKERS ARE PREPARED AND EMPLOYED IN SELECTED OCCUPATIONS ARE EXAMINED TO DETERMINE WHETHER BARRIERS TO ENTRY AND EMPLOYMENT ARE SUSCEPTIBLE TO ELIMINATION OR REDUCTION, AND HOW LABOR SHORTAGES EFFECT EMPLOYERS. IT COVERS SIX OCCUPATIONS IN THE ST. LOUIS AND CHICAGO METROPOLITAN AREAS LICENSED PRACTICAL NURSES, MEDICAL TECHNOLOGISTS, ELECTRONIC AND METAL ENGINEERING TECHNICIANS, AND TOOL AND DIE MAKERS AND DESIGNERS. FIELD INTERVIEWS WERE CONDUCTED IN 41 HOSPITALS AND 66 INDUSTRIAL ESTABLISHMENTS IN THE TWO AREAS DURING 1965 AND 1966. GENERAL FINDINGS INCLUDED (1) THE LABOR MARKET FOR THESE OCCUPATIONS WAS LARGELY A LOCAL MARKET, (2) ATTEMPTS TO ALLEVIATE SHORTAGES WERE LIMITED TO MODEST CHANGES, IN PRACTICE, (3) ADJUSTMENT SITUATIONS APPEAR TO WORK BEST WHERE THE PRODUCT MARKET APPROACHES THE COMPETITIVE MODEL, (4) BROAD OPTIONS OF EDUCATIONAL PREPARATION AND TRAINING TEND TO FACILITATE ADJUSTMENT TO SHORTAGE SITUATIONS, (5) WAGE CHANGES PLAY A MINOR ROLE IN SHORTAGE ADJUSTMENTS, (6) THE MEDICAL OCCUPATIONS UTILIZED MORE PERSONS FROM MINORITY GROUPS, AND (7) THERE WAS A SERIOUS DEFICIENCY IN THE AVAILABILITY AND DISSEMINATION OF RELEVANT OCCUPATIONAL INFORMATION. (EM)
ERIC: ED026499

4386 SHORTAGE OR SURPLUS AN ASSESSMENT OF BOSTON WOMANPOWER IN INDUSTRY, GOVERNMENT, AND RESEARCH. REPORT OF A CONFERENCE (BOSTON UNIVERSITY, BOSTON, MASSACHUSETTS, JUNE 7 AND 8, 1963).
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 78P.
EMPLOYMENT OPPORTUNITIES, MANPOWER NEEDS, SECRETARIES, CONFERENCE REPORTS, WORKING WOMEN, VOCATIONAL EDUCATION, COUNSELING, PART TIME JOBS
A CONFERENCE, SPONSORED BY THE BOSTON UNIVERSITY DIVISION OF CONTINUING EDUCATION, THE

(CONT.)
4386 MASSACHUSETTS DEPARTMENT OF LABOR AND INDUSTRIES, THE WOMENS DIVISION OF THE MASSACHUSETTS DEPARTMENT OF COMMERCE, AND THE WOMENS BUREAU OF THE U.S. DEPARTMENT OF LABOR, WAS HELD TO DEFINE THE PROBLEMS OF MASSACHUSETTS WOMEN WORKERS AND TO PINPOINT SOME OF THE ISSUES. INCREASING OPPORTUNITIES FOR WOMEN, A SPEECH BY JAMES FOX IS PRESENTED AND HIGHLIGHTS OF THE FOLLOWING PANEL DISCUSSIONS ARE ALSO INCLUDED (1) TRAINING AND RETRAINING OF QUALIFIED WOMANPOWER TO MEET SHORTAGES IN THE GREATER BOSTON AREA, (2) COUNSELING NEEDS WORKING WOMEN, COLLEGE WOMEN, HIGH SCHOOL GIRLS, (3) HELP WANTED SECRETARIES IN THE GREATER BOSTON AREA, (4) PUBLIC RELATIONS OPPORTUNITY--WOMEN AT WORK, AND (5) NEEDED THE PART-TIME WOMAN WORKER. IN SUMMARIZING THE DELIBERATIONS OF THE CONFERENCE, MALCOLM KNOWLES STATES THAT EDUCATIONAL INSTITUTIONS ARE NOT ASKING ENOUGH QUESTIONS ABOUT NEEDS IN TRAINING AND RETRAINING, NOR HAVE THEY MADE MUCH EFFORT TO ACCOMMODATE THEIR PROGRAMS TO THE UNIQUE NEEDS, INTERESTS, AND HABIT PATTERNS OF THOSE WHO LEFT EDUCATION SEVERAL YEARS AGO AND ARE NOW INTERESTED IN RETURNING. (JK)
AIM/ARM: VT006303

4387 A SHORTER WEEK GETS PRIORITY 1975
BUSINESS WEEK, NO.2400, SEPT 29, 1975, P. 29.
AUTOMOBILE INDUSTRY, COLLECTIVE BARGAINING, ECONOMIC FORECAST, EMPLOYEE BENEFITS, FOUR DAY WORK WEEK, INDUSTRIAL RELATIONS, LABOR LAW, LAYOFF, MOONLIGHTING, OVERTIME, RECESSION, UNEMPLOYMENT, UNION, WAGES
THE UNITED AUTO WORKERS PLANS TO EMPLOY MORE WORKERS BY SHORTENING THE WORK WEEK TO FOUR DAYS, WITH NO PAY OR BENEFIT REDUCTIONS.
MGMT: BWE75I2929-1

4388 SHOULD COURTS WRITE YOUR JOB DESCRIPTIONS 1976
WENDT, G.R.
PERSONNEL JOURNAL, VOL.55, NO.9, SEPT 1976, P. 442. BIBLIOG. 17
DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, JOB DESCRIPTION, JOB EVALUATION, LABOR LAW, LEGISLATION, LITIGATION, MANAGEMENT, PERSONNEL MANAGEMENT, WAGES, WOMEN IN BUSINESS, WORKING CONDITIONS
EXAMINES THE RELATIONSHIP BETWEEN THE EQUAL PAY ACT OF 1963 AND THE PRINCIPLES OF JOB EVALUATION. WAYS ARE SUGGESTED TO KEEP THE COURTS OUT OF THE AVERAGE PERSONNEL DEPARTMENT AND JOB EVALUATION. SOME COURT CASES ARE DISCUSSED.
MGMT: PEJ76I3442

4389 SHRIMP PICKER (CAN. & PRESERV.) 3-04.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 6P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FISHERIES, FOOD SERVICE INDUSTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEAFOOD, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, SHRIMP PICKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065611

4390 SIGI A COMPUTER-BASED SYSTEM OF INTERACTIVE GUIDANCE AND INFORMATION. 74
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J.
NOTES: 11P.; FOR RELATED DOCUMENT, SEE ED 097 590
CAREER AWARENESS, CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, DECISION MAKING SKILLS, GUIDANCE COUNSELING, GUIDANCE PROGRAMS, JUNIOR COLLEGES, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, VOCATIONAL COUNSELING, COMPUTER ASSISTED COUNSELING
THIS PAMPHLET DESCRIBES SIGI, A COMPUTER-BASED SYSTEM OF INTERACTIVE GUIDANCE AND INFORMATION DESIGNED TO HELP STUDENTS IN COMMUNITY AND JUNIOR COLLEGES MAKE CAREER DECISIONS. SIGI IS BASED ON A HUMANISTIC PHILOSOPHY, A THEORY OF GUIDANCE THAT EMPHASIZES INDIVIDUAL VALUES, A VAST STORE OF OCCUPATIONAL DATA, AND A STRATEGY FOR PROCESSING INFORMATION. THE SYSTEM IS DESIGNED SO THAT STUDENTS WHO ARE AT DIFFERENT STAGES IN CAREER DECISION-MAKING MAY USE SIGI IN DISTINCTIVE WAYS. THE MAIN PURPOSES OF SIGI ARE TO INCREASE STUDENTS FREEDOM OF CHOICE, TO DEVELOP THEIR UNDERSTANDING OF THE ELEMENTS INVOLVED IN CHOICE, AND TO IMPROVE THEIR COMPETENCE IN THE PROCESS OF MAKING INFORMED AND RATIONAL CAREER DECISIONS. (RWP)
ERIC: ED112277 EDUCATIONAL TESTING SERVICE, PRINCETON, NEW JERSEY 08540 (NO CHARGE)

639 SIGNALLING AND SCREENING JAN 76
SPENCE, MICHAEL
STANFORD UNIV., CALIF. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-B-9-M-5-2649
NOTES: FINAL REPT. MAY 75-JAN 76 76P
MANPOWER, ECONOMIC MODELS, LABOR MARKET, HUMAN CAPITAL, NTISLABASP
THE GOALS OF THIS PAPER ARE TO SURVEY AND EXTEND IN CERTAIN AREAS ANALYSIS IN THE AREA OF SIGNALLING AND SCREENING (A COLLECTION OF MODELS DEALING WITH THE INFORMATIONAL ASPECTS OF LABOR MARKET MODELS). THE SIGNALLING MODEL, THE RATIONING MODEL, AND THE HUMAN CAPITAL MODEL ARE REVIEWED. THESE THREE SIGNALLING MODELS ARE SIMILAR IN TERMS OF RESOURCE ALLOCATION, BUT DIFFER IN THE WELFARE IMPLICATIONS OF THE PATTERN OF RESOURCE ALLOCATION THAT DEVELOPS. A VERSION OF THE MODEL CONTAINING SIGNALLING AND HUMAN CAPITAL IS SET FORTH TO ESTIMATE THE CONTRIBUTION OF ABILITY AND SCHOOLING TO PRODUCTIVITY. A MODEL OF SELF-HELP SELECTION WITH CONTINGENT CONTRACTS IS DEVELOPED USING A LARGE NUMBER OR CONTINUUM OF PEOPLE OF THE TYPE EMPLOYED IN THE PRECEDING ANALYSIS OF SIGNALLING. A MODEL INCORPORATING THE RATIONING, HUMAN CAPITAL AND SIGNALLING MODEL AND THE SIMPLE RATIONING MODEL IS USED TO ILLUSTRATE THE USE OF THE LATTER TO AUGMENT RETURNS TO THE SIGNAL IN THE MARKET WITHOUT RATIONING.
NTIS: PB-257 065/3ST NTIS PRICES PC$5.00/MF$3.00

6392 SIGNIFICANT DECISIONS IN LABOR CASES 1976
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.9, SEPT 1976, P. 50-53. BIBLIOG. 19
DISCRIMINATION, FEDERAL GOVERNMENT, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR LAW, LABOR MANAGEMENT, LABOR RELATIONS, LABOR UNIONS, LEGISLATION, LITIGATION, LOCAL GOVERNMENT, STATE GOVERNMENT, UNEMPLOYMENT, UNITED STATES, WAGES
REVIEWS CASES CONCERNING FAIR LABOR STANDARDS ACT VIS-A-VIS STATE AND LOCAL GOVERNMENTS, THE POWER OF THE NATIONAL GOVERNMENTS TO ORDER PAYMENTS BY THE STATE, NATIONAL LABOR RELATIONS ACT, AND STATE RIGHT-TO-WORK LAWS.
MGMT: UML76I0050

6393 SIGNIFICANT DECISIONS IN LABOR CASES QUOTAS AND CIVIL SERVICE TESTS 1975
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.12, DEC 1975, P. 56-57.
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR LAW, MINORITIES
TWO DECISIONS, MADE BY NEW YORK AND PENNSYLVANIA COURTS, REGARDING USE OF QUOTAS TO REMEDY UNLAWFUL RACIAL DISCRIMINATION IN EMPLOYMENT ARE REVIEWED. CASES WHERE QUOTAS MAY BE IMPOSED TO REMEDY DISCRIMINATION ARE IDENTIFIED.
MGMT: UML75L0056

6394 SIGNIFICANT DECISIONS IN LABOR CASES-IN THE COURTS OWN LANGUAGE 1976
(U.S.. MONTHLY LABOR REVIEW, VOL.93, NO.3, MARCH 1976, P. 51-52.
COLLECTIVE BARGAINING, DISCRIMINATION, EMPLOYEE RIGHTS, INDUSTRIAL RELATIONS, LABOR LAW, LABOR MANAGEMENT, LITIGATION, UNIONS
THE FEDERAL COURT OF APPEALS DECISION IN THE CASE OF NATIONAL LABOR RELATIONS BOARD VERSUS BAUSCH AND LAMB REGARDING UNFAIR LABOR PRACTICES IN REFUSING TO RETAIN BOILER ROOM WORKERS WHO HAD OPERATED THE HEATING SYSTEM IN A BUILDING NEWLY ACQUIRED BY BAUSCH AND LAMB IS REVIEWED. THE COMPANY WAS FOUND GUILTY OF DISCRIMINATION AGAINST BOILERROOM WORKERS.
MGMT: UML76C0051

6395 SIGNIFICANT DECISIONS IN LABOR CASES-STATE LICENSING TESTS 1975
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.12, DEC 1976, P. 57-58.
DISCRIMINATION, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR LAW, LEGISLATION, MINORITIES, PERFORMANCE
TWO DECISIONS, HANDED DOWN BY FEDERAL COURTS IN CASES OF GEORGIA AND NORTH CAROLINA REGARDING VALIDITY OF BAR EXAMINATIONS AND TEACHER CERTIFICATION PROCEDURES RESPECTIVELY, ARE REVIEWED. THE CASES HAVE A BEARING ON THE EQUAL PROTECTION GRANTED UNDER THE FOURTEENTH AMENDMENT.
MGMT: UML75L0057-2

6396 SIGNIFICANT DICISION IN LABOR CASES 1976
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.7, JULY 1976, P. 53-56. BIBLIOG. 15
DISCRIMINATION, EMPLOYMENT POLICY, FREEDOM OF INFORMATION, IMMIGRATION, INDUSTRIAL RELATIONS, LABOR LAW, LEGISLATION, LITIGATION, PUBLIC SECTOR, RETIREMENT
COURT DECISIONS REGARDING FREEDOM OF INFORMATION AT MILITARY ACADEMIES, FORCED RETIREMENT IN HAWAII, SEX DISCRIMINATION AND JOB BIAS, VETERANS PREFERENCE IN PUBLIC EMPLOYMENT, AND RESIDENCY REQUIREMENT IN PUBLIC EMPLOYMENT ARE SUMMARIZED.
MGMT: UML76G0053

6397 SIGNIFICANT LABOR DECISIONS-AN ANALYSIS 1977
POLHEMUS, C.E.
MONTHLY LABOR REVIEW (U.S.), VOL.100, NO.1, JAN 1977, P. 36-41. BIBLIOG. 54
EEO, HEALTH BENEFITS, INDUSTRIAL RELATIONS, STATE GOVERNMENT, STRIKE, UNIONS
THE MOST IMPORTANT COSEQUENCE OF 1976 SUPREME COURT DECISIONS IN LABOR CASES WAS TO HOLD GOVERNMENT EMPLOYERS, ESPECIALLY STATE GOVERNMENTS, TO LAWS APPLICABLE TO PRIVATE EMPLOYERS. FIRST AMMENDMENT RIGHTS AND EQUAL EMPLOYMENT OPPORTUNITY WERE PARTICULARLY UPHELD FOR PUBLIC EMPLOYEES.
MGMT: UML77A0036

4398 SIMILARITY-DISSIMILARITY IN COUNSELOR-COUNSELEE ETHNIC MATCH AND ITS RELEVANCE TO GOAL BEHAVIOR OF JOB TRAINEES. 72
HARRISON, DON K.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 198P.
COUNSELING, COUNSELING EFFECTIVENESS, COUNSELING GOALS, COUNSELOR ACCEPTANCE, COUNSELOR ATTITUDES, COUNSELOR EVALUATION, ETHNIC GROUPING, ETHNIC GROUPS, ETHNIC RELATIONS, MINORITY GROUPS, NEGROES, VOCATIONAL COUNSELING
THIS STUDY WAS DESIGNED TO EXPLORE THE ATTITUDE OF BLACK MANPOWER TRAINEES TOWARDS COUNSELORS WHO DIFFERED IN RACE AND TO DETERMINE THE EFFECTS OF COUNSELOR RACE ON GOAL PERSISTING BEHAVIORS AS PERCEIVED BY MANPOWER TRAINEES. SUBJECTS WERE 191 UNEMPLOYED BLACK MALES (N%75) AND FEMALES (N%116) WHO WERE ENROLLED IN THREE PROGRAMS IN DETROIT, MICHIGAN. A TOTAL OF 19 COUNSELORS WERE INCLUDED, 6 BLACK AND 13 WHITE. DATA WERE COLLECTED BY MEANS OF QUESTIONNAIRE AND TWO INSTRUMENTS, ADMINISTERED DURING PERSONAL INTERVIEWS. THERE WERE SIX PRINCIPAL FINDINGS OF THIS STUDY. THE INTERPRETATION OF THESE FINDINGS WAS THAT THOSE TRAINEES WITH BLACK COUNSELORS EXPECTED LESS AND PERCEIVED THAT THEY GOT MORE THAN ANTICIPATED, WHILE THOSE WITH WHITE COUNSELORS EXPECTED MORE AND PERCEIVED THAT THEY GOT LESS THAN EXPECTED FROM THE COUNSELING RELATIONSHIP, SUGGESTING THAT TRAINEES BECOME PRO-BLACK. THE FINDINGS ARE DISCUSSED IN TERMS OF THE DIFFERENT EXPECTATIONS TRAINEES HAD FOR WHITE AND BLACK COUNSELORS. (AUTHOR/BW)
ERIC: ED065814

4399 A SIMULTANEOUS EQUATION MODEL OF THE YOUTH LABOR MARKET SEP 76
GOLDFARB, ROBERT S.;YEZER, ANTHONY M. J.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-J-9-M-5-0045
NOTES: FINAL REPT. JAN 75-SEP 76 170P
YOUTHS, ECONOMIC MODELS, NTISLABASP
THE AIM OF THIS PAPER IS TO ADD TO THE KNOWLEDGE OF THE TEENAGE LABOR MARKET BY GIVING SEPARATE ATTENTION TO THE DEMAND SIDE AND THE SUPPLY SIDE OF THE MARKET. THE DEMAND FOR TEENAGE LABOR, APPROPRIATE MEASUREMENT OF TEENAGE WAGES AND HOURS, AND THE TEENAGE LABOR SUPPLY ARE CONSIDERED. USING HOURS IN THE CENSUS SURVEY WEEK TO MEASURE ANNUAL HOURS PROVIDES ESTIMATES OF HOURS WORKED WHICH ARE BIASED DOWNWARD. A NEW WAY OF ESTIMATING TEENAGE WAGES BY CITY IS DERIVED USING AREA WAGE SURVEY DATA. AN ORIGINAL MODEL OF TEENAGE LABOR SUPPLY BEHAVIOR IS DEVELOPED FOR BOTH A SPECIFIC UTILITY FUNCTION AND A GENERAL UTILITY FUNCTION.
NTIS: PB-263 372/5ST NTIS PRICES PC A08/MF A01

4400 SIMULTANEOUS EQUATIONS MODELS OF SEX DISCRIMINATION APR 76
POLACHEK, SOLOMON W.
NORTH CAROLINA UNIV., CHAPEL HILL. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-9-9-E-5-1308
NOTES: FINAL REPT. FEB 75-APR 76 57P
DISCRIMINATION, FEMALES, NTISLABASP
THIS REPORT DEVELOPS MODELS TO HELP ASCERTAIN WHETHER SEX DISCRIMINATION IS PREDOMINANTLY SUPPLY OR DEMAND ORIENTED. THE LABOR MARKET AND THE HUMAN CAPITAL MARKET ARE ANALYZED SEPARATELY WITHIN SIMULTANEOUS EQUATION SETTINGS. MUCH OF THE EVIDENCE ON SEX DIFFERENCES WITHIN THE LABOR MARKET IS REVIEWED, AND SEX DIFFERENCES IN HUMAN CAPITAL ACQUISITION ARE ANALYZED. THE INTERRELATIONSHIPS BETWEEN BOTH MARKETS ARE EXPLORED.
NTIS: PB-256 803/8ST NTIS PRICES PC$4.50/MF$3.00

4401 SIMULTANEOUS INFLATION AND UNEMPLOYMENT: A CHALLENGE TO THEORY AND POLICY 1975
MEANS, G.C.
CHALLENGE, VOL.18, NO.4, SEPT/OCT 1975, P. 6-20.
ECONOMICS, GOVERNMENT POLICY, INFLATION, PRICE CONTROL, PRICE INDEX, UNEMPLOYMENT
STUDY OF THE NEW INFLATION AS IT HAS ARISEN IN THE U.S. AND ISSUES OF THEORY AND POLICY IT RAISES.
MGMT: CHA75IC006

4402 THE SITUATION OF WOMEN IN 12 SOCIALIST COUNTRIES WIN 75/76
LITERACY DISCUSSION;6:4;97-102
FOREIGN COUNTRIES, GOVERNMENT ROLE, WORKING WOMEN, EMPLOYMENT OPPORTUNITIES, MANPOWER UTILIZATION, FEMINISM, SOCIALISM, SOCIALIST COUNTRIES
COMMENTS BY REPRESENTATIVES OF WOMENS ORGANIZATIONS FROM 12 SOCIALIST COUNTRIES PARTICIPATING IN A SEMINAR HELD IN MOSCOW ARE PRESENTED. THE STATEMENTS CONCERN THE PARTICIPATION OF WOMEN IN PRODUCTIVE WORK AND GOVERNMENT PLANNING TO ENABLE WOMEN WITH CHILDREN TO WORK OUTSIDE THE HOME. (LH)
ERIC: EJ139017

4403 SITUATIONAL DETERMINANTS OF PERFORMANCE ON THE ROTTER INTERNAL-EXTERNAL LOCUS OF CONTROL SCALE APR 76
DEYSACH, ROBERT E.;AND OTHERS
JOURNAL OF CONSULTING AND CLINICAL PSYCHOLOGY;44:2;303
LOCUS OF CONTROL, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, RATING SCALES, RELIABILITY, COUNSELING, FEMALES, EMPLOYEES, RESEARCH PROJECTS, EMPLOYMENT QUALIFICATIONS, ROTTER INTERNAL EXTERNAL LOCUS OF CONTROL SCALE (IE)

(CONT.)

4403 TWO STUDIES ARE REPORTED THAT EXAMINED THE EXTENT TO WHICH JOB CANDIDATES WERE ABLE TO MODIFY THEIR RESPONSES ON ROTTERS (1966) INTERNAL-EXTERNAL LOCUS OF CONTROL (I-E) SCALE IN ACCORD WITH VARIOUS INSTRUCTIONAL AND SITUATIONAL CONSTRAINTS. RESULTS SHOW CARE SHOULD BE EXERCISED WHEN UTILIZING THE I-E SCALE IN EMPLOYEE SELECTION PROCEDURES. (AUTHOR)
ERIC: EJ137578

4404 SITUATIONAL GROUP COUNSELING WITH DISADVANTAGED YOUTH   70 FEB
HOFFNUNG, ROBERT T.:MILLS, ROBERT B.
PERSONNEL GUIDANCE J:48:6:458-64
ADJUSTMENT (TO ENVIRONMENT), DISADVANTAGED YOUTH, EVALUATION, GROUP COUNSELING, GROUPS, JOB SATISFACTION, MALES, ON THE JOB TRAINING, TRAINEES
MALE ADOLESCENTS IN JOB TRAINING PROGRAM WERE PROVIDED 14 WEEKS OF ON-THE-JOB SITUATIONAL GROUP COUNSELING (SGC) SUPPLEMENTING CASEWORK. INTERDISCIPLINARY TEAMS OF LEADERS MET WITH WORK-TRAINING CREWS FOR DISCUSSIONS. TRAINEES MEETING TWICE WEEKLY SHOWED GREATER IMPROVEMENT IN JOB PERFORMANCE AND ADJUSTMENT THAN OTHERS. (AUTHOR)
ERIC: EJ014278

4405 SKILL ESCALATION AND EMPLOYMENT DEVELOPMENT. PROJECT SEED   JUL 68
BUSINESS AND INDUSTRIAL COORDINATING COUNCIL, NEWARK, N.J.
CONTRACT NO. DL-82-32-67-31
NOTES: FINAL REPT. 1 DEC 66-29 FEB 68.   90P
EMPLOYMENT, INDUSTRIAL TRAINING, INDUSTRIAL TRAINING, VOCATIONAL GUIDANCE, JOB DEVELOPMENT, SEED(SKILL ESCALATION AND EMPLOYMENT DEVELOPMENT), DISADVANTAGED GROUPS, HARD CORE UNEMPLOYED GROUPS, REMEDIAL EDUCATION
A COOPERATING GROUP OF LOCAL BUSINESSMEN, CIVIL RIGHTS LEADERS, AND LABOR REPRESENTATIVES, PROPOSED SEED TO DEVELOP NEW TRAINING AND JOB OPPORTUNITIES FOR HARD-CORE UNEMPLOYED MALES AND FEMALES. A DAY AND NIGHT SKILL ESCALATION CENTER PROVIDED SHORT INTENSIVE TRAINING FOR METAL TRADES ALONG WITH REMEDIAL EDUCATION (9 WEEKS). 12 SATELLITE PROGRAMS PROVIDED PART-TIME PRE-VOCATIONAL PROGRAMS FOR A VARIETY OF OCCUPATIONS, WERE SPONSORED AND FUNDED BY BUSINESS AND INDUSTRY, AND TOOK PLACE ON COMPANY PREMISES. ANY APPLICANT WAS ACCEPTED UNLESS HE HAD SERIOUS PSYCHOLOGICAL PATHOLOGIES. THE TRAINEES AVERAGED 22 YEARS IN AGE AND A 6TH GRADE EDUCATION. 2,367 MEN AND WOMEN WERE ENROLLED. 1126 COMPLETED TRAINING: OF THESE, 801 FOUND JOBS. (OLMA ABSTRACT)
NTIS: PB-199 766   NTIS PRICES PC$3.00 MF$0.95

4406 SKILL LOSS AND UNEMPLOYMENT: A NOTE   1976
JOHNSON, P.S.: VANDOORN, J.
BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.14, NO.2, JULY 1976, P. 202-205.
COST, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB PERFORMANCE, LAYOFF, PRODUCTIVITY, QUANTITATIVE METHODS, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
THE TECHNIQUE OF LEARNING CURVE ANALYSIS IS FREQUENTLY USED TO QUANTIFY THE EXPECTED GAINS IN PRODUCTIVITY OF A WORKER THROUGH REPETITIVE EXPERIENCE. THIS SAME SORT OF ANALYSIS CAN BE USED TO QUANTIFY THE EXPECTED SKILL LOSS, AND THUS COST OF RETRAINING, WHEN A WORKER IS UNEMPLOYED OR LAID OFF. THE COSTS OF TRAINING NEW EMPLOYEES VERSUS RETRAINING OLD EMPLOYEES CAN BE MORE ACCURATELY EVALUATED.
MGMT: BJI7640202

4407 SKILL UPGRADING, INCORPORATED. FINAL REPORT.   31 MAR 70
SKILL UPGRADING, INC., BALTIMORE, MD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 226P.
ADULT VOCATIONAL EDUCATION, EDUCATIONALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, ENTRY WORKERS, FOLLOWUP STUDIES, INPLANT PROGRAMS, PROMOTION (OCCUPATIONAL), SKILL DEVELOPMENT, HIGH INTENSITY TRAINING, HIT
AS IN TWO OTHER PROJECTS IN CLEVELAND AND NEWARK, NEW JERSEY, THIS PROJECT WAS SET UP IN BALTIMORE TO PROVIDE TECHNICAL ASSISTANCE IN DESIGNING WAYS TO MEET IN-PLANT SKILLS NEEDS BY UPGRADING JOB SKILLS ON ENTRY WORKERS THROUGH HIGH INTENSITY TRAINING (HIT). SKILL UPGRADING, INC. WAS ESTABLISHED IN MARYLAND TO PROVIDE TRAINING AND MANPOWER CONSULTING SERVICES TO PUBLIC AND PRIVATE SECTORS OF INDUSTRY. ALONG WITH HIT, OTHER APPROACHES TO PROVIDING MANPOWER AND ANALYSIS AND EMPLOYEE TRAINING WERE USED AS NEEDED JOB RELATED EDUCATION, ORIENTATION PROGRAMS, AND SUPERVISORY DEVELOPMENT TRAINING FOR EXISTING AND POTENTIAL SUPERVISORS AND MANAGEMENT PERSONNEL. DURING AN 18-MONTH PERIOD, 20 PROGRAMS WERE CONDUCTED IN 17 HOSPITALS, SCHOOLS, AND PRIVATE MANUFACTURING, FOOD PROCESSING, AND RETAIL BUSINESSES. A FOLLOWUP STUDY OF 99 OF THE 214 WORKERS WHO COMPLETED THE PROGRAMS SHOWED THAT 77 PERCENT RECEIVED JOBS FOR WHICH THEY WERE TRAINED AT AN AVERAGE SALARY INCREASE OF 21 CENTS AN HOUR. HOWEVER, THE PROGRAM FAILED TO DEVELOP PROJECT CONTINUITY THROUGH LOCAL FINANCIAL SUPPORT AND RESPONSIBILITY. (AUTHOR/BH)
ERIC: ED049439

4408 A SKILLED NEEDS SURVEYS WITH IMPLICATIONS FOR VOCATIONAL-TECHNICAL EDUCATION WITHIN THE IOWA WESTERN COMMUNITY COLLEGE DISTRICT AREA XIII, INCLUDING DOUGLAS AND SARPY COUNTIES OF METROPOLITAN OMAHA, NEBRASKA.   68
MEYERS, LARRY DUANE
NOTES: 245P.: PH.D. DISSERTATION, IOWA STATE UNIVERSITY
AREA VOCATIONAL SCHOOLS, COMMUNITY COLLEGES, CURRICULUM PLANNING, EDUCATIONAL NEEDS,

(CONT.)
4408 EMPLOYERS, EMPLOYMENT TRENDS, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, POST SECONDARY EDUCATION, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, NEBRASKA

THIS STUDY WAS UNDERTAKEN (1) TO DETERMINE THE NUMBER AND KINDS OF SKILLED, SEMI-SKILLED, AND TECHNICIAN EMPLOYEES IN A MULTI-COUNTY REGION IN NEBRASKA, (2) TO PROVIDE A BASIS FOR PLANNING VOCATIONAL CURRICULUM AT IOWA WESTERN COMMUNITY COLLEGE, AND (3) TO AID IN STATEWIDE PLANNING IN AREA VOCATIONAL SCHOOLS AND COMMUNITY COLLEGES. A MAIL SURVEY OF OVER 2,000 AREA EMPLOYERS COVERED 13 MAJOR OCCUPATIONAL CATEGORIES WITH 307 JOB TITLES LISTED. OCCUPATIONAL AND EMPLOYMENT TRENDS WHICH WERE PROJECTED THROUGH 1970 INDICATED A NEED FOR ADDITIONAL VOCATIONAL AND TECHNICAL TRAINING PROGRAMS. A RECOMMENDED NUMBER OF SECTIONS AND CLASS SIZE ARE GIVEN FOR PROGRAMS IN ORDER OF PRIORITY. (AUTHOR/BH)

ERIC: ED055191 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-4264; MF $4.00; XEROGRAPHY $10.00)

4409 THE SKILLS AVAILABLE PROJECT YOUNG IDEAS FROM OLDER AMERICANS WIN 77
KOVACHY, ALLENE
INDUSTRIAL GERONTOLOGY;4:1:1-5
EMPLOYMENT SERVICES, COMMUNITY INVOLVEMENT, OLDER ADULTS, EMPLOYMENT PROBLEMS, EMPLOYER ATTITUDES, CHANGING ATTITUDES, MIDDLE AGED, TRANSPORTATION, PUBLICIZE, JOB PLACEMENT, OHIO (CLEVELAND)

PROBLEMS ENCOUNTERED IN TRYING TO SERVE OLDER WORKERS IN A COMPREHENSIVE EMPLOYMENT PROGRAM WERE FOUND TO BE TRANSPORTATION, LACK OF SUPPORT FROM THE BUSINESS COMMUNITY, AND THE NEGATIVE IMAGE OF THE OLDER WORKER. STEPS TAKEN TO SOLVE THESE PROBLEMS ARE DESCRIBED, SUCH AS BRANCH EMPLOYMENT OFFICES, PUBLICITY, VOLUNTEER SERVICE ORGANIZATIONS, AND JOB FAIRS. ALTHOUGH THE CLEVELAND PROJECT DESCRIBED IS OPEN TO ALL WORKERS OVER 40, 80 PERCENT OF JOB PLACEMENTS HAVE BEEN FOR THOSE OVER 50 AND 26 PERCENT FOR THOSE AGED 65 AND OVER. (MF)

ERIC: EJ158221

4410 SKILLS CONVERSION PROJECT CHAPTER 1, PRECIS. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 11P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, PROGRAM PLANNING, SKILL DEVELOPMENT, TECHNICAL OCCUPATIONS, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT

THE PURPOSE OF THIS FEDERALLY FUNDED PROGRAM IS TO STUDY THE TRANSITION MECHANISMS REQUIRED TO TRANSFER AVAILABLE TECHNICAL MANPOWER FROM AEROSPACE AND DEFENSE INDUSTRIES INTO OTHER AREAS OF EMPLOYMENT IN PRIVATE INDUSTRY AND PUBLIC SERVICE. SELECTED INDUSTRIES AND PUBLIC SERVICE AREAS WERE ASSIGNED TO 14 STUDY TEAMS FOR RESEARCHING THE LIKELIHOOD OF FUTURE MANPOWER NEEDS AND UTILIZATION OF TECHNICAL PROFESSIONAL PERSONNEL. RESEARCH FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS ARE BRIEFLY PRESENTED, INCLUDING SUGGESTIONS FOR VOCATIONAL RETRAINING. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 436-018 451 IN THIS ISSUE. (EDITOR/AG)

ERIC: ED070877 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-231-01; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4411 SKILLS CONVERSION PROJECT CHAPTER 10, OCEAN ENGINEERING AND OCEANOGRAPHY. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 33P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, OCEAN ENGINEERING, OCEANOLOGY, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT

IN ORDER TO DETERMINE THE POTENTIAL UTILIZATION OF DISPLACED AEROSPACE AND DEFENSE TECHNICAL PROFESSIONALS IN OCEANOGRAPHY AND OCEAN ENGINEERING, A STUDY OF OCEAN-ORIENTED INDUSTRY IN FLORIDA AND SOUTHERN CALIFORNIA WAS CONDUCTED BY THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS FOR THE U.S. DEPARTMENT OF LABOR. AFTER RECENT CONSOLIDATION, THIS INDUSTRY IS OPERATING WELL BELOW FULL CAPABILITY. MAINLY AS A RESULT OF INCREASED FEDERAL ACTIVITIES IN THE OCEANS, MODERATE JOB EXPANSION IN SELECTED AREAS IS EXPECTED IN THE NEXT FEW YEARS. SHORT-TERM POTENTIAL FOR UTILIZATION OF PROFESSIONAL MANPOWER HAS BEEN IDENTIFIED IN THE FIELDS OF NAVAL ARCHITECTURE, OCEANOGRAPHIC RESEARCH, AND DATA ACQUISITION AND MANAGEMENT. INCREASED USE OF AEROSPACE AND DEFENSE MANPOWER WILL BE PROMOTED BY A TREND TOWARDS RAPIDLY BROADENING INTERESTS OF THE OCEAN-ORIENTED COMMUNITY AND INCREASING ALIGNMENT OF OCEANOGRAPHY AND OCEAN ENGINEERING GOALS. REALISTIC ON-THE-JOB TRAINING PROGRAMS CAN ENHANCE EFFECTIVE VOCATIONAL ORIENTATION, PERHAPS IN CONJUNCTION WITH CURRENT FEDERALLY SPONSORED RESEARCH AND DEVELOPMENT PROGRAMS. TO REFLECT GEOGRAPHICAL DIFFERENCES IN RESULTS, THE SAN DIEGO AND THE FLORIDA TEAM REPORTS ARE PRESENTED SEPARATELY. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR/AG)

ERIC: ED070884 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-231-10; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4412 SKILLS CONVERSION PROJECT CHAPTER 11, BANKING, FINANCE AND INSURANCE. FINAL REPORT.
MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 60P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, BANKING, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, FINANCE OCCUPATIONS, INDUSTRIAL EDUCATION, INSURANCE COMPANIES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, UNDER CONTRACT TO THE U.S. DEPARTMENT OF LABOR, CONDUCTED A STUDY TO INVESTIGATE THE CONVERSION OF SKILLS OF DISPLACED AEROSPACE DEFENSE TECHNICAL PROFESSIONAL TO OTHER INDUSTRIES. THE LONG ISLAND TEAM OF THE STUDY PROJECT INVESTIGATED THE BANKING, FINANCE, AND INSURANCE INDUSTRIES. APPROXIMATELY 250 POTENTIAL JOBS WERE FOUND IN THE BANKING AND FINANCE INDUSTRY AND ABOUT 2,000 POTENTIAL JOBS WERE IDENTIFIED IN THE INSURANCE INDUSTRY IN SALES, SAFETY, AND FIRE PREVENTION ENGINEERING. SUBJECT TO FURTHER VERIFICATION, 1,500 TO 5,000 POTENTIAL JOBS IN THE SUPPORTING ACTIVITY OF APPRAISING WERE FOUND FOR THESE DISPLACED PROFESSIONAL PERSONNEL. THE INSTITUTIONAL PREFERENCE FOR HIRING AT THE TRAINEE LEVEL AND THE LACK OF NEED FOR THE HIGHLY DEVELOPED SKILLS TYPICALLY POSSESSED BY THE AEROSPACE AND DEFENSE ENGINEER, LED TO THE RECOMMENDATION THAT JOB OPPORTUNITY INVESTIGATION BE CONCENTRATED ON PLACING ENGINEERS AND SCIENTISTS IN INDUSTRIAL SAFETY. THIS REPORT PRESENTS SEPARATELY THE BANKING AND FINANCE RESULTS AND THE RESULTS IN THE INSURANCE INDUSTRY. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)
ERIC: ED070885 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-11; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4413 SKILLS CONVERSION PROJECT CHAPTER 14, PETROLEUM/CHEMICAL INDUSTRIES. FINAL REPORT.
MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 56P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PETROLEUM INDUSTRY, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
POTENTIAL EMPLOYMENT OPPORTUNITIES FOR DISPLACED AEROSPACE AND DEFENSE TECHNICAL PERSONNEL IN THE PETROLEUM INDUSTRY WERE STUDIED FOR THE U.S. DEPARTMENT OF LABOR. A RELATIVELY SMALL, BUT INCREASING NUMBER OF EX-AEROSPACE AND DEFENSE PERSONNEL CAN BE ABSORBED BY THE INDUSTRY, BEGINNING WITH FROM 40 TO 100 JOBS IN 1972 AND INCREASING EACH YEAR TO 100 OR 150 BY 1975. A PILOT TRAINING PROGRAM OFFERED IN CONJUNCTION WITH A COOPERATIVE PETROLEUM OR SUPPORT COMPANY WOULD QUALIFY THESE DISPLACED PROFESSIONALS FOR OPPORTUNITIES IN THE PETROLEUM FIELD. THE OCCUPATIONAL DEMAND FOR ELECTRONIC ENGINEERS IN THE FIELDS OF INSTRUMENTATION, COMPUTERS, CONTROL SYSTEMS, AND OTHER ENGINEERING AND SCIENTIFIC APPLICATIONS WILL INCREASE IN THE NEXT FEW YEARS. WITH THE INCREASING AUTOMATION OF THE PETROLEUM INDUSTRY, THE REQUIREMENT FOR HIGHLY COMPLEX ELECTRONIC SYSTEMS IS INCREASING. POSSIBILITIES ALSO EXIST IN RELIABILITY ANALYSIS, QUALITY CONTROL, SPECIAL MATERIALS FABRICATION, AND CONTROL SYSTEMS. PRINCIPAL POINTS OF OPPOSITION TO THE EMPLOYMENT OF DISPLACED AEROSPACE PROFESSIONALS FROM THE PETROLEUM INDUSTRY ARE IDENTIFIED. RELATED CHAPTERS ARE AVAILABLE AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR/AG)
ERIC: ED070886 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-14; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4414 SKILLS CONVERSION PROJECT CHAPTER 15, EDUCATIONAL TECHNOLOGY. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 44P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EDUCATIONAL TECHNOLOGY, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
A STUDY OF THE FUTURE USE OF TECHNOLOGY IN EDUCATION WAS CONDUCTED BY THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS IN ORDER TO DETERMINE THE POTENTIAL EMPLOYMENT OPPORTUNITIES OF EX-AEROSPACE TECHNICAL PROFESSIONAL MANPOWER IN EDUCATION. A QUALITATIVE REVIEW OF MANPOWER TRENDS IN THE FIELDS OF TEACHING, SCHOOL ADMINISTRATION, CAREER COUNSELING, VISUAL AIDS, AND EDUCATIONAL RESEARCH WAS CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR. THE AREAS OF CAREER GUIDANCE, VOCATIONAL INSTRUCTION, AND SCHOOL ADMINISTRATION ARE MOST PROMISING, BECAUSE EACH AREA PROJECTS A STEADILY INCREASING DEMAND FOR SERVICES WHICH CAN BE SUPPLIED BY TECHNICAL MANPOWER. THE FIELD OF CAREER GUIDANCE FOR HIGH SCHOOL STUDENTS AND MID-CAREER PROFESSIONALS HAS THE GREATEST SHORT-RANGE POTENTIAL FOR EMPLOYMENT, AND LITTLE RESISTANCE TO THE USE OF EX-AEROSPACE MANPOWER WAS NOTED. SOME RESTRICTIONS TO THE USE OF TECHNICAL PROFESSIONALS MAY RESULT FROM CURRENTLY INFLEXIBLE REQUIREMENTS FOR TEACHING CREDENTIALS ENFORCED ON MANY NON-TEACHING POSITIONS. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AG)
ERIC: ED070887 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-15; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

4415 SKILLS CONVERSION PROJECT CHAPTER 16, PUBLIC SERVICES. FINAL REPORT. MAR 72

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 57P.

ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, HUMAN SERVICES, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, PUBLIC SERVICES, SKILLS CONVERSION PROJECT

FROM NOVEMBER 1971 TO FEBRUARY 1972 THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS CONDUCTED A STUDY FOR THE U.S. DEPARTMENT OF LABOR OF PUBLIC SERVICES OF ORANGE COUNTY, CALIFORNIA, TO IDENTIFY EMPLOYMENT POTENTIAL FOR SCIENTIFIC PERSONNEL IN AEROSPACE AND DEFENSE ENGINEERING. THE STUDY FINDINGS WERE THAT FEWER THAN 50 NEW JOBS WILL BECOME AVAILABLE IN 1972: THAT FUTURE GROWTH IN EMPLOYMENT WILL DEPEND HEAVILY ON LEGISLATION ADOPTED AND ENFORCEMENT MEASURES IMPLEMENTED IN THE ENVIRONMENT, IN FEDERALLY SPONSORED COMMERCIAL RESEARCH AND DEVELOPMENT, IN FEDERAL SUPPORT OF SMALL-TOWN CIVIC NEEDS, AND IN DEVELOPMENT OF GEOTHERMAL RESOURCES: AND THAT GREATLY EXPANDED PROFESSIONAL SELF-EMPLOYMENT IS A FUNDAMENTAL REQUIREMENT. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)

ERIC: ED070888 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-16: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4416 SKILLS CONVERSION PROJECT CHAPTER 17, OCCUPATIONAL SAFETY AND HEALTH. FINAL REPORT. MAR 72

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 39P.

ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, SAFETY, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION, OSHA, SKILLS CONVERSION PROJECT

THE GREATEST EMPLOYMENT OPPORTUNITY FOR SAFETY PROFESSIONALS AT THE PRESENT TIME IS WITH THE DEPARTMENT OF LABOR FOR ENFORCEMENT OF THE WILLIAMS-STEIGER ACT, WHICH ESTABLISHES THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA). AS PART OF A FEDERAL STUDY OF JOB POSSIBILITIES FOR DISPLACED AEROSPACE AND DEFENSE TECHNICAL PROFESSIONALS, IT WAS FOUND THAT APPROXIMATELY 1,500 JOBS WILL BECOME AVAILABLE AS OSHA COMPLETES ITS STAFFING. AS ENFORCEMENT OF THIS NEW LAW BECOMES WIDESPREAD, INCREASING OPPORTUNITIES FOR SAFETY PROFESSIONALS IN PRIVATE INDUSTRY SHOULD ARISE, RESULTING IN SOME ADDITIONAL JOB OPPORTUNITIES FOR UNEMPLOYED AEROSPACE AND DEFENSE TECHNICAL PROFESSIONALS. RELATED CHAPTERS ARE AVAILABLE AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)

ERIC: ED070889 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-7: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4417 SKILLS CONVERSION PROJECT CHAPTER 18, MINERAL EXTRACTION. FINAL REPORT. MAR 72

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 20P.

ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, AIR POLLUTION CONTROL, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, METAL INDUSTRY, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT

AS PART OF A FEDERAL STUDY CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR, THE EMPLOYMENT POTENTIAL FOR DISPLACED AEROSPACE AND DEFENSE PROFESSIONALS IN THE AREA OF MINERAL EXTRACTION WAS EXAMINED. MINING AND METALLURGICAL ENGINEERING, THE CLASSICAL TECHNICAL DISCIPLINES EMPLOYED IN THE MINERAL EXTRACTION INDUSTRY, ARE SUPPLIED FROM SCHOOLS SPECIALIZING IN THESE FIELDS AT ABOUT THE RATE NEEDED BY THE INDUSTRY. LITTLE OPPORTUNITY FOR CONVERSION TO THESE SKILLS IS AVAILABLE. THE BEST CHANCE FOR ENTRANCE INTO THE FIELD LIES IN THE COMING NEED FOR TECHNICAL PERSONNEL IN POLLUTION ABATEMENT, WHICH IS A GROWING PROBLEM. RELATED CHAPTERS ARE AVAILABLE AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR/AG)

ERIC: ED070890 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-18: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4418 SKILLS CONVERSION PROJECT CHAPTER 19, PROFILE OF THE TECHNOLOGICAL MANPOWER POOL. FINAL REPORT. MAR 72

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 91P.

AEROSPACE INDUSTRY, EDUCATIONAL NEEDS, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL SURVEYS, PROFESSIONAL PERSONNEL, PROFILE EVALUATION, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, SKILLS CONVERSION PROJECT

IN THE ABSENCE OF ANY ONE CENTRAL SOURCE OF DATA COVERING THE PROFILE OF THE UNEMPLOYED AEROSPACE AND DEFENSE TECHNICAL PROFESSIONAL, AN EXTENSIVE ANALYSIS OF MULTIPLE DATA SOURCES WAS CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR BY THE NATIONAL SOCIETY FOR PROFESSIONAL ENGINEERS. THE SURVEY AND ANALYSIS INCLUDED DATA COVERING APPROXIMATELY 63,000 TECHNICAL PROFESSIONALS NATIONWIDE. THE CONCLUSIONS DRAWN FROM THIS DATA BASE

(CONT.)
4418 INDICATE THAT NATIONALLY (1) THERE ARE A MINIMUM OF APPROXIMATELY 92,500 UNEMPLOYED AEROSPACE AND DEFENSE PROFESSIONALS, (2) THE MAJORITY ARE IN THE 35 TO 54 AGE BRACKET, (3) THEY HAVE 11 TO 20 YEARS OF EXPERIENCE, (4) AVERAGE EDUCATION IS A BACHELORS DEGREE OR EQUIVALENT, (5) AVERAGE EARNINGS PER YEAR WERE $10,000 TO $15,000, AND (6) A TOTAL OF 137 DISCIPLINES AND FIELDS WERE AFFECTED. THE RESULTS OF THIS ANALYSIS SERVE TO HIGHLIGHT THE TRUE MAGNITUDE OF THE UNEMPLOYMENT PROBLEM AMONG AEROSPACE DEFENSE TECHNICAL PROFESSIONALS. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)
ERIC: ED070991 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(PB-209-281-19: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4419 SKILLS CONVERSION PROJECT CHAPTER 2, EXECUTIVE SUMMARY. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, DEMONSTRATION PROJECTS, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, PROGRAM DESCRIPTIONS, TECHNICAL OCCUPATIONS, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THIS FINAL REPORT DESCRIBES THE SKILLS CONVERSION PROJECT CONDUCTED BY THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS UNDER CONTRACT TO THE DEPARTMENT OF LABOR TO STUDY METHODS OF UTILIZING THE LARGE POOL OF HIGHLY SKILLED UNEMPLOYED TECHNICIANS AND PROFESSIONAL PERSONNEL WHO WERE FORMERLY EMPLOYED IN THE AEROSPACE AND DEFENSE INDUSTRIES. IF COORDINATED GOVERNMENT AND INDUSTRIAL EFFORTS ARE BEGUN IMMEDIATELY FOR VOCATIONAL RETRAINING, 7,000 PERSONS COULD MAKE THIS JOB TRANSITION ON A PILOT BASIS, AND 47,000 PROFESSIONALS COULD BE TRANSFERRED TO PUBLIC SERVICE OR PRIVATE INDUSTRY JOBS BY THE END OF 1975. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (JG)
ERIC: ED070878 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(PB-209-281-02: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4420 SKILLS CONVERSION PROJECT CHAPTER 20, COMPILATION OF RECOMMENDATIONS AND SUMMARIES OF IMPLEMENTATION PROGRAMS. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 72P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, PROJECT APPLICATIONS, TRANSFER OF TRAINING, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
A STUDY WAS CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR BY THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS TO INVESTIGATE THE POTENTIAL FOR AND MEANS OF CONVERSION OF THE SKILLS OF DISPLACED AEROSPACE AND DEFENSE TECHNICAL PROFESSIONALS TO OTHER INDUSTRIES OR TO PUBLIC SERVICE. THE STUDY CONCENTRATED ON AREAS WHERE NEW EMPLOYMENT OPPORTUNITIES MIGHT BE CREATED AS CONTRASTED TO LOCATING EXISTING JOB OPENINGS. JOB CREATION IS INFLUENCED BY A NUMBER OF ACTIONS. RECOMMENDATIONS FOR SPECIFIC ACTIONS ARE CONTAINED IN THE APPROPRIATE CHAPTERS OF THE REPORT. FOR THE CONVENIENCE OF THOSE CHARGED WITH RESPONSIBILITY FOR IMPLEMENTATION OF THE RECOMMENDATIONS IN ORDER TO CREATE EMPLOYMENT OPPORTUNITIES, BRIEF SUMMARIES OF THE SIGNIFICANT RECOMMENDATIONS ARE COLLECTED IN THIS CHAPTER. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)
ERIC: ED070992 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(PB-209-281-20: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4421 SKILLS CONVERSION PROJECT CHAPTER 21, PROJECT ORGANIZATION AND OPERATIONS. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 29P.
ADMINISTRATIVE ORGANIZATION, ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, PROGRAM DESCRIPTIONS, TRANSFER OF TRAINING, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THE INCREASING PROBLEM OF UNEMPLOYMENT AMONG TECHNICAL PROFESSIONALS FROM THE AEROSPACE AND DEFENSE INDUSTRY AND THEIR GENERAL LACK OF EMPLOYMENT OPPORTUNITIES DICTATED A NEED FOR STUDY OF POTENTIAL PROFITABLE EXPANSION OF USE OF THESE PERSONNEL IN OTHER AREAS. ALSO, RECOMMENDATIONS WERE NEEDED FOR DEVELOPING MECHANISMS TO START THE TRANSITION OF AVAILABLE PERSONNEL INTO THE NEW JOBS. THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, THE CONTRACTING AGENCY, WORKED WITH SIX COOPERATING ENGINEERING SOCIETIES TO CONDUCT THE STUDY. A PROJECT APPROACH WAS CHOSEN WITH 14 RESEARCH TEAMS, ONE IN EACH LOCATION OF CRITICAL TECHNOLOGICAL UNEMPLOYMENT, THAT REPORTED TO A PROJECT MANAGER. RELATED CHAPTERS ARE ANNOUNCED AS VT 018 435-018 451 IN THIS ISSUE. (AUTHOR)
ERIC: ED070993 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(PB-209-281-21: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4422 SKILLS CONVERSION PROJECT CHAPTER 3, FOOD PRODUCTS AND FOOD SERVICES INDUSTRY. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 197P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROGRAMS, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, FOOD SERVICE INDUSTRY, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TABLES (DATA), TECHNICAL OCCUPATIONS, TRANSFER OF TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, UNDER CONTRACT TO THE DEPARTMENT OF LABOR, CONDUCTED A STUDY TO INVESTIGATE THE CONVERSION OF TECHNICAL SKILLS OF DISPLACED AEROSPACE AND DEFENSE PROFESSIONALS TO OTHER INDUSTRIES. THE SEATTLE AND WICHITA STUDY TEAMS, FOCUSING ON THE FOOD INDUSTRY, PROJECTED THAT ABOUT 200 EMPLOYMENT OPPORTUNITIES COULD BE CREATED IN 1972 AND UP TO 10,000 OPPORTUNITIES BY 1975 THROUGH IMPLEMENTATION OF A PROGRAM INCLUDING SUPPLEMENTAL EDUCATION, ON-THE-JOB TRAINING, AND CONTACTS WITH POTENTIAL EMPLOYERS. RELATIVELY LITTLE CONVERSION OF SKILLS IS NECESSARY, DUE TO THE PROBLEM-SOLVING CAPABILITIES OF AVAILABLE ENGINEERS, SCIENTISTS, AND TECHNICIANS. HOWEVER, ASSIMILATION OF TECHNOLOGICAL PERSONNEL IS IMPEDED BY THE SHEER SIZE, THE NUMBER OF EMPLOYERS, AND THE SECTIONALIZATION OF THE VARIOUS ELEMENTS OF THE FOOD INDUSTRY, COUPLED WITH CURRENT FINANCIAL PROBLEMS AND A HISTORY OF LOW USE OF TECHNOLOGY. PROGRAMS TO ACCELERATE THE ASSIMILATION OF AEROSPACE PERSONNEL SHOULD BE INITIATED. THE WICHITA FINDINGS GENERALLY CONFIRM THE SEATTLE RESULTS. NUMEROUS TABLES PRESENT THE DATA, AND A WIDE RANGE OF RESOURCE MATERIALS IS APPENDED. RELATED CHAPTERS ARE ANNOUNCED AS VT 019 435-019 451 IN THIS ISSUE. (AG)
ERIC: ED070879 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-03: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4423 SKILLS CONVERSION PROJECT CHAPTER 6, FOREST OPERATIONS AND WOOD PRODUCTS. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 167P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, FORESTRY OCCUPATIONS, INDUSTRIAL EDUCATION, LUMBER INDUSTRY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
A STUDY OF THE FOREST OPERATIONS AND WOOD PRODUCTS INDUSTRIES HAS CONDUCTED IN ATLANTA AND SEATTLE BY THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS. INCLUDED AMONG THESE INDUSTRIES ARE TREE DEVELOPMENT, CROP AND LAND MANAGEMENT, LOGGING, MATERIAL HANDLING TRANSPORTATION, CUTTING, PEELING, ASSEMBLY, PULP AND PAPER, MOBILE HOMES, CONSTRUCTION, FURNITURE, AND MARKETING. INTENSIVE JOB DEVELOPMENT EFFORTS WILL RESULT IN JOB PLACEMENTS FOR DISPLACED AEROSPACE PROFESSIONALS IN THE FOLLOWING AREAS, WHICH HAVE THE MOST JOB OPENINGS (1) INDUSTRIAL HOUSING MANUFACTURE, (2) CONSTRUCTION ENGINEERING, (3) SAFETY AND HEALTH, (4) MILL MANAGEMENT, (5) MANUFACTURING ENGINEERING, AND (6) MATERIAL ENGINEERING. APPROXIMATELY 165 NEW POSITIONS ARE PROJECTED DURING 1972 FOR ENGINEERS IN FOREST AND WOOD PRODUCTS INDUSTRIES, WITH THE EMPLOYMENT REQUIREMENTS TRIPLING IN SUBSEQUENT YEARS. RELATED CHAPTERS ARE ANNOUNCED AS VT 019 435-019 451 IN THIS ISSUE. (AG)
ERIC: ED070891 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-06: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4424 SKILLS CONVERSION PROJECT CHAPTER 7, POWER RESOURCES. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 42P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, ELECTRICAL SYSTEMS, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, UTILITIES, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THE OPPORTUNITY FOR EMPLOYMENT OF DISPLACED AEROSPACE AND DEFENSE PROFESSIONALS WITHIN THE ELECTRIC POWER UTILITY INDUSTRY HAS INVESTIGATED BY THE SEATTLE SKILLS CONVERSION PROJECT TEAM OF THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, AS PART OF A STUDY CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR. THE STUDY CONCLUDED THAT A POSSIBILITY FOR PLACEMENT OF 1,500 TO 3,000 REORIENTED ENGINEERS EXISTS WITHIN THE PRIVATE SECTOR OF THE INDUSTRY. THESE JOB OPPORTUNITIES APPEAR TO BE THOSE IN EXCESS OF NEW GRADUATE AVAILABILITY. THE KEY IN EXPLOITING THESE OPPORTUNITIES IS A FORMAL COURSE IN ELECTRIC POWER THEORY AND PRACTICE. RELATED CHAPTERS ARE ANNOUNCED AS VT 019 395-019 351 IN THIS ISSUE. (AUTHOR/AG)
ERIC: ED070892 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-209-281-07: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4425 SKILLS CONVERSION PROJECT CHAPTER 9, SECURITY SYSTEMS AND CRIMINAL JUSTICE. FINAL REPORT. MAR 72
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 44P.
ADULT VOCATIONAL EDUCATION, AEROSPACE INDUSTRY, CORRECTIONAL REHABILITATION, EMPLOYMENT

(CONT.) -
4425 PROJECTIONS, FEDERAL PROGRAMS, INDUSTRIAL EDUCATION, JOB DEVELOPMENT, MANPOWER
UTILIZATION, MICROFICHE, PROFESSIONAL PERSONNEL, TRANSFER OF TRAINING, VOCATIONAL
ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING, SKILLS CONVERSION PROJECT
THIS REPORT PROVIDES THE FINDINGS OF TWO SKILLS CONVERSION RESEARCH TEAMS ON THE PLACEMENT OF DISPLACED AEROSPACE AND DEFENSE ENGINEERS, SCIENTISTS, AND TECHNICIANS IN THE FIELDS OF SECURITY SYSTEMS AND CRIMINAL JUSTICE. THE TEAMS, LOCATED IN PHILADELPHIA AND SAN JOSE, CONCLUDED INDEPENDENTLY THAT A MINIMUM OF 2,000 POSITIONS COULD BE CREATED IN THESE FIELDS FROM 1972 THROUGH 1975. POSITIONS WOULD BE AVAILABLE BOTH IN PRIVATE ENTERPRISE AND GOVERNMENT AGENCIES IN THE AREAS OF PROGRAM PLANNING, POLICE AND COURT WORK, AND CORRECTIONAL SYSTEMS. THIS STUDY WAS CONDUCTED FOR THE U.S. DEPARTMENT OF LABOR. (AUTHOR/AG)
ERIC: ED070893 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151
(PB-209-291-09: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4426 THE SKYSCRAPING LOSSES IN MANHATTAN OFFICE BUILDINGS 1975
CARRUTH, E.
FORTUNE, FEB 1975, P. 79-83+.
CAPACITY UTILIZATION, CAPITAL LOSSES, CASH FLOW, CONSTRUCTION INDUSTRY, EMPLOYMENT,
FINANCE, INTEREST RATES, LOAN, LONG TERM, MARKETING, OFFICE, REAL ESTATE, SUPPLY AND
DEMAND, TAX CREDIT, URBAN DEVELOPMENT
WHITE-COLLAR EMPLOYMENT MUST INCREASE TO FILL THE SKYSCRAPER DEVELOPERS OFFICE SPACE. THE SURPLUS SPACE PROBLEM INVOLVES CAPITAL LOSS OF NEARLY $1 BILLION ALREADY DUE TO THE SPECULATIVE PRACTICE IN ERECTING OFFICES.
MGMT: FOR75B0079

4427 A SLAP FOR GM IN A BIAS BATTLE 1975
BUSINESS WEEK, NO.2392, AUG 4, 1975, P. 20-21.
AUTOMOBILE INDUSTRY, DISCRIMINATION, EMPLOYMENT POLICY, GOVERNMENT CONTRACTS, GOVERNMENT
REGULATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES
GENERAL MOTORS CORP WILL NOT RECEIVE THE NEXT CONTRACT FROM THE DEFENSE DEPARTMENT AS IT IS NOT IN COMPLIANCE WITH A PRESIDENTIAL ORDER TO ABIDE BY RULES AGAINST DISCRIMINATION IN EMPLOYMENT POLICIES. THE PENTAGON CHARGES DEFICIENCIES IN THE AFFIRMATIVE ACTION PLANS FOR HIRING MINORITIES IN TWO GM PLANTS.
MGMT: BWE75H0420-2

4428 THE SLOW ROAD BACK TO FULL EMPLOYMENT 1975
BEMAN, L.
FORTUNE, VOL.91, NO.6, JUNE 1975, P. 84-87+.
AUTOMOBILE INDUSTRY, COMPETITION, ECONOMETRICS, ECONOMIC FORECAST, ECONOMIC GROWTH,
ECONOMICS, EEO, FULL EMPLOYMENT, GNP, LABOR FORCE, LAYOFF, RECESSION, UNEMPLOYMENT
UNEMPLOYMENT RATE REDUCED VERY SLOWLY IN RELATION TO ECONOMIC GROWTH ACCORDING TO OKUNS LAW. ONE YEAR OF 6 PERCENT GROWTH REDUCING UNEMPLOYMENT TWO THIRDS OF ONE PERCENT WOULD MEAN YEARS OF HIGH UNEMPLOYMENT AHEAD.
MGMT: FOR75F0034

4429 SMALL BUSINESS INSTITUTE FOR EDUCATORS WIN 76
NELSON, ROBERT E.
ILLINOIS CAREER EDUCATION JOURNAL:33:2:39-42
CAREER EDUCATION, TEACHER EDUCATORS, OCCUPATIONAL INFORMATION, VOCATIONAL DEVELOPMENT,
BUSINESS, MANAGEMENT, FEDERAL PROGRAMS, POST SECONDARY EDUCATION, RESOURCE MATERIALS,
COMMUNITY COLLEGES, SMALL BUSINESS INSTITUTE, ENTREPRENEURIAL DEVELOPMENT TRAINING
A FEDERALLY SPONSORED SMALL BUSINESS INSTITUTE IN THE COLLEGE OF EDUCATION AT THE UNIVERSITY OF ILLINOIS, CHAMPAIGN-URBANA CAMPUS WAS ESTABLISHED TO PROVIDE COMMUNITY COLLEGE BUSINESS INSTRUCTORS WITH OPPORTUNITIES TO WORK ON A CONTINUING BASIS AS CONSULTANTS TO SMALL BUSINESSES. (AUTHOR/EA)
ERIC: EJ140901

4430 SMALLER COMMUNITIES PROGRAM . 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF EMPLOYMENT SECURITY
NOTES: 20P.
MANPOWER DEVELOPMENT, UNEMPLOYMENT, VOCATIONAL EDUCATION, RURAL YOUTH, COMMUNITY
PLANNING, COMMUNITY DEVELOPMENT, PROGRAM DESCRIPTIONS, EMPLOYMENT POTENTIAL, EMPLOYMENT
SERVICES, OCCUPATIONAL SURVEYS, OCCUPATIONAL GUIDANCE, RURAL AREAS, SMALLER COMMUNITIES
PROGRA
THE PROGRAM, OPERATING IN 22 STATES, UTILIZES MOBILE TEAMS OF INTERVIEWER COUNSELORS, AND TEST ADMINISTRATORS AND IS AN EMPLOYMENT SERVICE EFFORT TO OVERCOME HIGH UNEMPLOYMENT RATES IN RURAL AREAS. THE TEAM MAKES COMPREHENSIVE STUDIES OF MANPOWER RESOURCES FOR INFORMING POTENTIAL EMPLOYERS, DEVELOPING VOCATIONAL TRAINING PROGRAMS, AND PLANNING COMMUNITY EXPANSION. REPRINTS FROM THE EMPLOYMENT SECURITY REVIEW AND EMPLOYMENT SERVICE REVIEW ILLUSTRATE THE VARIOUS ASPECTS OF THE PROGRAM IN ACTUAL OPERATION. SMALLER COMMUNITIES PROGRAM BRINGS NEW INDUSTRIES DESCRIBES PROGRAMS IN WILKES AND MERIWETHER COUNTIES, GEORGIA. ARKANSAS SERVES RURAL YOUTH TELLS OF THE EMPLOYMENT SERVICES COUNSELOR GOING BEYOND HIS USUAL ROLE TO DO THE KIND OF COUNSELING USUALLY DONE BY THE SCHOOL COUNSELOR IN OTHER COMMUNITIES. SMALLER COMMUNITIES PROGRAM DESCRIBES THE DEVELOPMENT, FUNCTIONS, AND SOME SPECIFIC RESULTS OF THE PROGRAM. A COMMUNITY AWAKENS DETAILS THE ECONOMIC GROWTH OF COVINGTON COUNTY, MISSISSIPPI. HOW THE FUTURE LOOKS BRIGHTER TELLS THE STORY OF HOW ONE MAN IN DAVIS COUNTY, IOWA, HAS SERVED BY THE PROGRAM, AND HELP FOR THE INDIVIDUAL SUMMARIZES THE PROGRAMS WORK IN RUSK COUNTY,

(CONT.)
4430 WISCONSIN, IN JOB PLACEMENT AND COOPERATION WITH EMPLOYMENT SERVICE OFFICES IN OTHER AREAS. STATES AND COUNTIES RECEIVING THE SERVICES OF THE PROGRAM BY SEPTEMBER 1967, AND BUREAU OF EMPLOYMENT SECURITY AFFILIATES IN THE STATES ARE LISTED. (JM)
AIM/ARM: VT003311

4431 SMALLER COMMUNITIES SERVICES PROGRAM JEFFERSON COUNTY, OREGON: COMBINED ECONOMIC BASE REPORT AND APPLICANT POTENTIAL REPORT, AN EVALUATION OF THE ECONOMIC AND HUMAN RESOURCES OF A RURAL OREGON COUNTY. FEB 69
OREGON STATE DEPT. OF EMPLOYMENT, SALEM. BUREAU OF EMPLOYMENT SECURITY (DOL), WASHINGTON, D.C.
NOTES: 57P.
AGE DIFFERENCES, AGENCIES, AGRICULTURE, COMMUNITY, DEMOGRAPHY, ECONOMICS, EDUCATION, EMPLOYMENT, EVALUATION, INDUSTRY, LABOR FORCE, MANPOWER NEEDS, OCCUPATIONAL GUIDANCE, RESOURCES, RURAL DEVELOPMENT, SERVICES, SEX DIFFERENCES, STATE PROGRAMS, VOCATIONAL EDUCATION, WAGES, OREGON
THE SMALLER COMMUNITIES SERVICES PROGRAM, AS NOTED, IS A MEANS OF EXPANDING THE SERVICES OF THE OREGON DEPARTMENT OF EMPLOYMENT TO RURAL AND LOW-INCOME AREAS IN THE STATE. THIS REPORT IS A SUMMARY OF PROGRAM FINDINGS IN RURAL JEFFERSON COUNTY, OREGON, AND IS THE RESULT OF FIELD WORK PERFORMED OVER A 4-MONTH PERIOD BY A MOBILE TEAM COMPOSED OF 2 SUPERVISORS, 1 COUNSELOR, 1 LABOR ANALYST, AND 6 TEMPORARY PERSONNEL HIRED IN JEFFERSON COUNTY. THE FIELD WORK CONSISTED OF CONTACTING ALL PROSPECTIVE EMPLOYERS IN THE COUNTY TO ASCERTAIN, FOR EXAMPLE, ESTIMATES OF EMPLOYMENT IN EACH OCCUPATION FOR JULY 1970 AND JULY 1973; CONCURRENTLY, A SURVEY WAS MADE WHICH FURNISHED HUMAN RESOURCE DATA FROM 2,713 HOUSEHOLDS. IN THE DOCUMENT, TABLES OF STATISTICS AND ACCOMPANYING NARRATIVE PROVIDE INFORMATION ON POPULATION TRENDS; AGRICULTURAL INCOME TRENDS; DISTRIBUTION OF WAGE AND SALARY EMPLOYMENT BY OCCUPATIONAL GROUPS WITHIN INDUSTRY DIVISION; DISTRIBUTION OF EMPLOYMENT BY INDUSTRY, SEX, AND AGE GROUPS (NONAGRICULTURAL WAGE AND SALARY WORKERS ONLY); LABOR FORCE STATUS (1968); NONAGRICULTURAL EMPLOYMENT; EDUCATIONAL LEVELS; AND VOCATIONAL TRAINING. ALL DATA ON MANPOWER, ALONG WITH DATA USED TO SET UP OCCUPATIONAL PROFILES OF THE LABOR FORCE, ARE TO BE RETAINED BY THE OREGON DEPARTMENT OF EMPLOYMENT. (EL)
ERIC: ED048964

4432 A SMALLER SEASONAL LOSS THIS YEAR 1976
BUSINESS WEEK, NO.2427, APRIL 12, 1976, P. 106.
AUTOMOBILE INDUSTRY, EARNINGS, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, HIRING, INCOME, MANUFACTURING, PAYROLL, RECESSION, UNEMPLOYMENT
THE JANUARY DROP IN PERSONAL INCOME RESULTED FROM SEASONAL INFLUENCES SUCH AS CUTBACKS IN HOLIDAY WORKERS, BUT THE YEAR-TO-YEAR TREND SHOWED JOBS GREW BY OVER 1.5 MILLION FROM JAN. 1975. AUTO-RELATED JOBS WERE UP 10% FROM LAST YEAR, AND SOME STATES SHOWED INCOMES LAGGING BEHIND NATIONAL AVERAGES.
MGMT: BWE7601246

4433 SNAP/SMART TECHNICAL TRAINING FOR THE DISADVANTAGED. MAY 71
EDUCATIONAL COMPUTER CORP., RADNOR, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 56P.
CHANGING ATTITUDES, DISADVANTAGED GROUPS, EDUCATIONAL NEEDS, OCCUPATIONAL GUIDANCE, PLACEMENT, PROGRAM DESCRIPTIONS, READING DIFFICULTY, REMEDIAL READING PROGRAMS, SIMULATORS, SKILL DEVELOPMENT, TEACHING MACHINES, TEACHING METHODS, TECHNICAL OCCUPATIONS, UNSKILLED LABOR, VOCATIONAL COUNSELING, SMART, SNAP, SOCIATIC NON ANACOLUTHIC PROGRAMING, SYSTEM MALFUNCTION ANALYSIS REINFORCEMENT TRAINER
THIS PROJECT WAS DESIGNED TO DEVELOP AND TEST UNIQUE CURRICULA THAT DEMONSTRATE MEANS OF CIRCUMVENTING THE CUSTOMARY TRAINING PROGRAM RELIANCE ON READING AND THUS ELIMINATE AN ARTIFICIAL BARRIER TO THE TRAINING AND EMPLOYMENT OF A LARGE PORTION OF THE POPULATION. A NUMBER OF SPECIALIZED EDUCATIONAL TECHNIQUES AND EQUIPMENT WERE USED IN THE CURRICULUM DESIGN. INCLUDED AMONG THESE WERE THE SMART SIMULATOR. SLIDE-TAPE PRESENTATIONS WHICH ARE CALLED CONTROLLED LABORATORY EXERCISES, AND PROGRAMED TEXT MATERIAL DEVELOPED BY THE CONTRACTOR FOR THE GRADES 5 TO 8 READING LEVEL. MORE THAN 1 1/2 YEARS AFTER GRADUATION, MOST OF THE GRADUATES ARE EMPLOYED, DOING TRAINING RELATED WORK AND EARNING GOOD WAGES. BASIC READING AND MATHEMATICS INSTRUCTION ALSO BENEFITED THE TRAINEES. THE SUCCESSFUL EMPLOYMENT GENERALLY ACHIEVED INDICATED AT LEAST MINIMALLY SUCCESSFUL ATTITUDE CHANGES. (AUTHOR/GEB)
ERIC: ED058411 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 139 976, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

4434 SNAP/SMART II. FINAL REPORT. 30 APR 72
EDUCATIONAL COMPUTER CORP., RADNOR, PA. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 71P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, COMPUTER ORIENTED PROGRAMS, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, INSTRUCTIONAL INNOVATION, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MICROFICHE, PROGRAM DESCRIPTIONS, REMEDIAL READING PROGRAMS, RESOURCE MATERIALS, SIMULATION, SKILL DEVELOPMENT, VOCATIONAL DEVELOPMENT, SMART 2 COMPUTER PROGRAM, SNAP
TRAINEES WITH LOW READING ACHIEVEMENT (0 TO 4TH GRADE LEVELS) WERE RECRUITED, TESTED, AND SELECTED FOR TRAINING IN FOUR AREAS AUTO MECHANICS, APPLIANCE REPAIR SERVICE, HEATING SERVICES, AND ELECTRONICS, ESPECIALLY RADIO AND TELEVISION REPAIR. THE PROJECT EMPLOYED A WORK SIMULATION DEVICE, THE SMART SIMULATOR, TO HELP OVERCOME THE TRADITIONAL

(CONT.)

4434 TRAINING PROGRAM RELIANCE ON PRINTED TEXTBOOK MATTER WHILE CONCURRENTLY TEACHING REMEDIAL READING AND MATHEMATICS TO UPGRADE BASIC SKILLS. (AUTHOR)
ERIC: ED070961 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-210-864, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

4435 SNAP/SMART II. FINAL REPORT. (MICROFICHE). 30 APR 72
EDUCATIONAL COMPUTER CORP., RADNOR, PA. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.:MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. OEC-0-70-1655(335)
SIMULATION, FEDERAL PROGRAMS, PROGRAM DESCRIPTIONS, MICROFICHE, ADULT VOCATIONAL EDUCATION, ADULT BASIC EDUCATION, VOCATIONAL DEVELOPMENT, DISADVANTAGED GROUPS, SKILL DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, COMPUTER ORIENTED PROGRAMS, RESOURCE MATERIALS, REMEDIAL READING PROGRAMS, JOB TRAINING, SNAP, SMART 2 COMPUTER PROGRAM
TRAINEES WITH LOW READING ACHIEVEMENT (0 TO 4TH GRADE LEVELS) WERE RECRUITED, TESTED, AND SELECTED FOR TRAINING IN FOUR AREAS AUTO MECHANICS, APPLIANCE REPAIR SERVICE, HEATING SERVICES, AND ELECTRONICS, ESPECIALLY RADIO AND TELEVISION REPORT. THE PROJECT EMPLOYED A WORK SIMULATION DEVICE, THE SMART SIMULATOR, TO HELP OVERCOME THE TRADITIONAL TRAINING PROGRAM RELIANCE ON PRINTED TEXTBOOK MATTER WHILE CONCURRENTLY TEACHING REMEDIAL READING AND MATHEMATICS TO UPGRADE BASIC SKILLS. (AUTHOR)
AIM/ARM: VT018331 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151, (PB-210-864: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

4436 SNIPPER BELT SORTER 8-04.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, FOOD SERVICE INDUSTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SNIPPER BELT SORTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065640

4437 SO WHO NEEDS MONEY TO FIGHT POVERTY, A COLLECTION OF NO-COST, LOW-COST IDEAS. APR 67
NEW JERSEY COMMUNITY ACTION TRAINING INST., TRENTON.
NOTES: 51P.
CONSUMER EDUCATION, EMPLOYMENT PROGRAMS, FINANCIAL SUPPORT, GUIDES, MONEY MANAGEMENT, POVERTY PROGRAMS, PROGRAM COSTS, RECREATIONAL PROGRAMS, SELF HELP PROGRAMS, YOUTH PROGRAMS
ONE OF A SERIES THAT CAN BE USED BY NEW JERSEY COMMUNITY ACTION WORKERS, THIS TRAINING MANUAL FOR ANTIPOVERTY WORK IS A COLLECTION OF LOW-COST, NO-COST PROGRAMS FOCUSING ON CONSUMER EDUCATION AND ASSISTANCE, FUND RAISING, EMPLOYMENT AND EDUCATION (INCLUDING CREATIVE WRITING AND TEACHER AIDE TRAINING), YOUTH SERVICES, AND RECREATION. EXAMPLES OF COMMUNITY ACTION PROGRAMS OUTSIDE NEW JERSEY ARE ALSO INCLUDED, TOGETHER WITH A CHECKLIST AND ADVICE ON PROGRAM PLANNING. (LY)
ERIC: ED022117

4438 SOCANIC COACHING MANUAL. 72
WILLIAMS, JAMES B.
SASKATCHEWAN NEWSTART, INC., PRINCE ALBERT. CANADIAN DEPT. OF REGIONAL ECONOMIC EXPANSION, OTTAWA (ONTARIO).: SASKATCHEWAN DEPT. OF EDUCATION, REGINA.
NOTES: 467P.: THIRD EDITION
ADULT VOCATIONAL EDUCATION, BASIC SKILLS, BEHAVIORAL OBJECTIVES, CLUSTER GROUPING, CORE CURRICULUM, ENTRY WORKERS, JOB TRAINING, LEARNING ACTIVITIES, LESSON PLANS, MANUALS, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SOCIAL SERVICES, SUBPROFESSIONALS, TEACHING TECHNIQUES, TRANSPARENCIES, NEW CAREERS, SASKATCHEWAN, SOCANIC
THIS CORE CURRICULUM COVERS TRAINING IN BASIC SKILLS THAT IS NEEDED FOR ENTRY LEVEL PARAPROFESSIONAL EMPLOYMENT IN SOCIAL INSTITUTIONS. INTENDED AS A NEW CAREERS APPROACH IN SASKATCHEWAN, THE TERM SOCANIC WAS INVENTED AS AN OCCUPATIONAL TITLE FOR PARAPROFESSIONALS WORKING AS AIDES IN A WIDE VARIETY OF SOCIAL SERVICE OCCUPATIONS. FIVE SKILL CLUSTERS ARE INCLUDED (1) COMMUNICATION PROCESSES, (2) CLERICAL, (3) HUMAN RELATIONS, (4) HUMAN GROWTH AND DEVELOPMENT, AND (5) PERSONAL. LESSON PLANS FOCUS ON THE FOLLOWING SPECIFIC AREAS (1) SPEAKING SKILLS, (2) WRITING SKILLS, (3) LISTENING SKILLS, (4) CASE STUDIES, (5) INTERPERSONAL SKILLS, (6) LEADERSHIP SKILLS, (7) INTERVIEWING SKILLS, AND (8) SOCANIC RELATIONSHIPS. THIS MANUAL INCLUDES SUGGESTED TEACHING

(CONT.)
••38 PROCEDURES, TRANSPARENCIES, BEHAVIORAL OBJECTIVES, AND RESOURCE MATERIALS. OUTLINED ARE EIGHT SOCANIC JOB DESCRIPTIONS. TIME ALLOTMENTS, A LIST OF SKILLS, LEARNING ACTIVITIES, AND INSTRUCTIONAL NOTES ARE PROVIDED. A WIDE RANGE OF TEACHING TECHNIQUES ARE UTILIZED, SUCH AS DEMONSTRATIONS, GAMES, THE USE OF AUDIOVISUAL AIDS, AND GROUP DISCUSSIONS. (AG)
ERIC: ED074219 SASKATCHEWAN NEWSTART INCORPORATED, 154 8TH ST., E., PRINCE ALBERT, SASKATCHEWAN, CANADA (S6V 5TA)

••39 SOCIAL AND ACADEMIC FACTORS IN THE CAREER DECISIONS OF CANADIAN YOUTH A STUDY OF SECONDARY SCHOOL STUDENTS. 72
BRETON, RAYMOND:AND OTHERS
DEPARTMENT OF MANPOWER AND IMMIGRATION, OTTAWA (ONTARIO).
NOTES: 626P.
ACADEMIC ACHIEVEMENT, ADOLESCENTS, CAREER CHOICE, CAREER PLANNING, COMMUNITY CHARACTERISTICS, DATA ANALYSIS, DECISION MAKING, EDUCATIONAL EXPERIENCE, FAMILY BACKGROUND, GOAL ORIENTATION, OBJECTIVES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, PUBLIC SCHOOLS, SECONDARY SCHOOL STUDENTS, SOCIAL FACTORS, STUDENT ATTITUDES, STUDENT SCHOOL RELATIONSHIP, YOUTH, CANADA
THE CONCEPTUAL FRAMEWORK UNDERLYING THE STUDY REPORTED IN THIS BOOK IS BASED ON THE PREMISE THAT AN ADOLESCENTS CAREER DEVELOPMENT AND INTENTIONS AND DECISIONS WITH RESPECT TO FUTURE CAREER DEPEND ON THREE INTERRELATED FACTORS SOCIAL ORIGIN, PRESENT EXPERIENCE, AND ATTITUDES AND PREPAREDNESS FOR THE FUTURE. TRADITIONAL PATTERNS ARE FOLLOWED IN THE EXAMINATION OF THESE FACTORS FOR THEIR IMPACT ON VOCATIONAL INDECISION, EDUCATIONAL INTENTIONS, AND LEVEL OF OCCUPATIONAL PREFERENCES. IN VIEW OF THE OBSERVATION FROM THE DATA GATHERED THAT ABOUT ONE-THIRD OF THE RESPONDENTS WERE WITHOUT A CAREER GOAL, THE AUTHORS HAVE EXAMINED THE FACTORS BEHIND THIS INDECISION IN GREATER DETAIL THAN IN TRADITIONAL STUDIES. DATA FOR THE STUDY WERE DRAWN FROM 373 PUBLIC SECONDARY SCHOOLS IN EACH OF THE TEN PROVINCES IN CANADA, INVOLVING ACADEMIC, TECHNICAL, VOCATIONAL, COMMERCIAL, AND COMPOSITE SCHOOLS: ABOUT 150,000 SECONDARY SCHOOL STUDENTS FROM ALL GRADE LEVELS WERE INVOLVED IN THE STUDY. FINDINGS ENCOMPASS THE STUDENTS RELATIONSHIP TO THE FUTURE, COMMUNITY CHARACTERISTICS, SOCIAL AND FAMILY SITUATION, ROLE OF SIGNIFICANT OTHERS, SCHOOL CONTEXT AND EXPERIENCE, AND INTERACTION BETWEEN INDIVIDUAL CHARACTERISTICS AND SOCIAL STRUCTURE. APPENDED ARE DATA TABLES, STUDENT QUESTIONNAIRE SAMPLES, AND A SELECT BIBLIOGRAPHY OF REFERENCE SOURCES. (RJ)
ERIC: ED065644 INFORMATION CANADA, 171 SLATER ST., OTTAWA, ONT. ($4.50)

••40 SOCIAL AND ECONOMIC CHARACTERISTICS OF THE POPULATION IN METRO AND NONMETRO COUNTIES, 1970. AGRICULTURAL ECONOMIC REPORT NO. 272. MAR 75
HINES, FRED K.:AND OTHERS
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 114P.
CENSUS FIGURES, COMPARATIVE ANALYSIS, FAMILY STRUCTURE, INCOME, LABOR FORCE, LOW INCOME, METROPOLITAN AREAS, MIGRATION, MINORITY GROUPS, POPULATION DISTRIBUTION, POPULATION TRENDS, RURAL AREAS, RURAL FARM RESIDENTS, RURAL URBAN DIFFERENCES, SOCIOECONOMIC STATUS, TABLES (DATA)
UNITED STATES COUNTIES WERE CLASSIFIED ALONG A DIMENSION OF URBAN-RURAL RESIDENCE. AT ONE EXTREME OF THE DIMENSION WERE INNER CITIES OF GREATER METROPOLITAN AREAS: AT THE OTHER EXTREME WERE TOTALLY RURAL COUNTIES WITHOUT DIRECT PROXIMITY TO A METROPOLITAN CENTER. THE SOCIOECONOMIC CHARACTERISTICS OF EACH COUNTY WERE COMPARED FOR 1970 AND FOR 1960-70 TRENDS. COMPARISONS WERE MADE OF THE DIFFERENCES BETWEEN THE TOTAL POPULATION AND THE MINORITY POPULATION AS TO (1) THE LIMITATIONS IMPOSED BY THE AGE AND EDUCATION STRUCTURES: (2) THE EMPLOYMENT OPPORTUNITIES THEY OFFER: AND (3) THEIR INCOMES AND ECONOMIC PROSPERITY. SOCIOECONOMIC CHARACTERISTICS EXAMINED INCLUDED POPULATION DISTRIBUTION AND GROWTH, AGE, SEX, FAMILY STRUCTURES, GEOGRAPHIC MOBILITY, EDUCATION, LABOR FORCE PARTICIPATION, OCCUPATIONAL STATUS, INCOME, AND INCIDENCE OF POVERTY. DATA WERE COLLECTED FROM THE 1960 AND 1970 CENSUSES OF POPULATION. COUNTIES WERE GROUPED INTO 10 RESIDENCE CATEGORIES TO DELINEATE THEM INTO METRO AND NONMETRO CATEGORIES BY SIZE OF THE METRO AREA OF WHICH EACH METRO COUNTY IS A PART, AND BY NUMBER OF URBAN RESIDENTS AND GEOGRAPHIC PROXIMITY TO A METRO AREA FOR RURAL AREAS. FINDINGS INDICATED THAT THE POPULATION OF TOTALLY RURAL NONMETRO COUNTIES, COMPARED WITH THAT OF OTHER COUNTIES, HAD A RELATIVELY LOW LEVEL OF CURRENT SOCIOECONOMIC STATUS AND FUTURE POTENTIAL. (AUTHOR/NQ)
ERIC: ED103182

••41 SOCIAL AND ECONOMIC DETERMINANTS OF MARITAL SEPARATION 15 JUL 76
CHERLIN, ANDREW JAMES
CALIFORNIA UNIV., LOS ANGELES. DEPT. OF SOCIOLOGY.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-06-76-01
NOTES: FINAL REPT. 1 JUL 75-30 JUN 76 210P*
FEMALES, SEPARATION, LABOR MARKET, NATIONAL LONGITUDINAL SURVEYS, DIVORCE, NTISLABPEU
THE SOCIAL AND ECONOMIC DETERMINANTS OF SEPARATION AND DIVORCE WERE STUDIED USING A NATIONAL SAMPLE OF 5,000 WOMEN AGED 30 TO 44 WHO WERE INTERVIEWED ANNUALLY FROM 1967 TO 1971. THE SAMPLE WAS DRAWN FROM THE NATIONAL LONGITUDINAL SURVEYS OF LABOR MARKET EXPERIENCE CONDUCTED BY THE CENTER FOR HUMAN RESOURCE RESEARCH AT THE OHIO STATE UNIVERSITY. A SUBSAMPLE OF ABOUT 3,500 NONFARM WOMEN WHO WERE MARRIED WITH THEIR HUSBANDS PRESENT IN 1967 WAS EXTRACTED FROM THE DATA. THE CHARACTERISTICS OF THE WOMEN WHO REMAINED MARRIED UNTIL 1971 WERE COMPARED STATISTICALLY WITH THE CHARACTERISTICS OF THE WOMEN WHO SEPARATED OR DIVORCED.
NTIS: PB-274 236/3ST NTIS PRICES PC A10/MF A01

4462 SOCIAL BACKGROUND, SCHOOLING, AND LABOR MARKET EXPERIENCES THE REPRODUCTION OF SOCIOECONOMIC INEQUALITY FROM GENERATION TO GENERATION. 76
GRIFFIN, LARRY J.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-91-24-75-10
NOTES: 368P.; PH.D. DISSERTATION, JOHNS HOPKINS UNIVERSITY
ACADEMIC ACHIEVEMENT, EDUCATIONAL EXPERIENCE, EMPLOYMENT EXPERIENCE, EMPLOYMENT QUALIFICATIONS, FAMILY INFLUENCE, FAMILY STATUS, INCOME, JOB SATISFACTION, LABOR MARKET, MALES, MODELS, OCCUPATIONAL MOBILITY, PSYCHOLOGICAL CHARACTERISTICS, PSYCHOLOGICAL NEEDS, RELIGIOUS DIFFERENCES, SOCIAL BACKGROUND, SOCIAL DISADVANTAGEMENT, SOCIOECONOMIC BACKGROUND, SOCIOECONOMIC STATUS, SUCCESS FACTORS
A STUDY WAS CONDUCTED TO IDENTIFY IMPORTANT BACKGROUND, SCHOOLING, AND LABOR FORCE PARTICIPATION DETERMINANTS OF SOCIOECONOMIC ACHIEVEMENT (OCCUPATIONAL POSITION, EARNINGS, WORK SATISFACTION). TWO QUESTIONS UNDERLAID THE ANALYSES DOES SOCIAL BACKGROUND DIRECTLY AFFECT MATERIAL AND PSYCHOLOGICAL SUCCESS IN THE LABOR MARKET AND, IF SO, WHAT ARE THE SPECIFIC SCHOOLING AND MARKET MECHANISMS WHICH ARE RESPONSIBLE FOR THE INTERGENERATIONAL TRANSMISSION OF INEQUALITY THE ANALYSES DEALT WITH THESE ISSUES AS THEY RELATE TO A SERIES OF LIFE-CYCLE MODELS OF THE STRATIFICATION PROCESS AND A SPECIFIC DATA SET CONSISTING OF 947 WHITE MEN, FIRST SURVEYED AS HIGH SCHOOL SOPHOMORES IN 1955 AND FOLLOWED UP IN 1970. THE SOCIOECONOMIC LIFE-CYCLE MODEL WAS USED TO EXPLAIN THE OBSERVED RELATIONSHIP BETWEEN SOCIAL BACKGROUND AND EDUCATIONAL AND LABOR MARKET ACHIEVEMENTS. IT WAS FOUND THAT ONLY EDUCATIONAL ATTAINMENT SUBSTANTIALLY AFFECTED OCCUPATIONAL ACHIEVEMENT, BUT SOCIAL BACKGROUND (PARENTAL INCOME AND RELIGIOUS BACKGROUND), YEARS OF SCHOOLING COMPLETED, AND SEVERAL POSTSCHOOL HUMAN CAPITAL INVESTMENTS POSITVELY AFFECTED ANNUAL EARNINGS. AMONG THE MORE IMPORTANT LABOR MARKET EXPERIENCES WERE CURRENT JOB EXPERIENCE, LABOR SUPPLY, AND ON-THE-JOB TRAINING. WORK SATISFACTION, AND OTHER INDICATORS OF PSYCHOLOGICAL SUCCESS IN THE WORK PLACE, WERE LARGELY IMPERVIOUS TO THESE ANTECEDENT STATUSES AND EXPERIENCES. PSYCHOLOGICAL SUCCESS, HOWEVER, WAS MODESTLY AFFECTED BY MATERIAL SUCCESS. (NTIS/TA)
ERIC: ED142716 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

4463 SOCIAL DESIRABILITY OF OCCUPATIONS REVISITED MAR 73
BRAUN, JEAN S.;BAYER, FAE
VOCATIONAL GUIDANCE QUARTERLY:21:3:202-205
ATTITUDES, OCCUPATIONS, SOCIAL INFLUENCES, SOCIAL VALUES, VOCATIONAL COUNSELING, WORK ATTITUDES
OCCUPATIONAL PRESTIGE RANKINGS BY BLACK AND WHITE STUDENTS AND ADULTS IN 1972 ARE COMPARED WITH 1947 RANKINGS. (AUTHOR)
ERIC: EJ074050

4464 SOCIAL ECONOMICS: AN INNOVATIVE PRACTICAL APPROACH 1975
BENDAVID-VAL, A.
INTERNATIONAL JOURNAL OF SOCIAL ECONOMICS VOL.2, NO.3, 1975, P. 146-171. BIBLIOG. 11
DEVELOPING COUNTRIES, ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, ENERGY, INFLATION, NATURAL RESOURCES, PRICE STRUCTURE, PUBLIC WELFARE, TRANSPORTATION, UNDERDEVELOPED COUNTRIES, UNEMPLOYMENT, URBAN DEVELOPMENT
SOCIAL ECONOMICS DIFFERS FROM TRADITIONAL ECONOMICS IN THAT THE LATTER IS MERELY DESCRIPTIVE AND PREDICTIVE WHEREAS THE FORMER, IN TAKING HUMAN SATISFACTION AS AN OBJECT OF CONCERN IS NORMATIVE AND PRESCRIPTIVE. AN EXAMPLE IS PROVIDED OF HOW SOCIAL ECONOMICS WOULD APPROACH CURRENT, PRESSING PROBLEMS OF ECONOMICS: INFLATION, UNEMPLOYMENT AND ECONOMIC GROWTH.
MGMT: IJS7520146

4465 SOCIAL IMAGES OF DISADVANTAGED GROUPS 76
PUTT, DORCAS SUSAN;SIGNORI, EDRO I.
SOCIAL BEHAVIOR AND PERSONALITY:4:2:145-151
SOCIAL FACTORS, SOCIAL CHARACTERISTICS, DISADVANTAGED GROUPS, EMPLOYMENT PRACTICES, EMPLOYMENT INTERVIEWS, DISCRIMINATORY ATTITUDES (SOCIAL), RESEARCH PROJECTS, EMPLOYER ATTITUDES, INTERACTION PROCESS ANALYSIS
SUBJECTS (N%430) RATED SOCIAL IMAGES OF EIGHT GROUPS ON 67 VARIABLES WHICH PREVIOUS STUDY HAS SHOWN TO BE IMPORTANT IN EMPLOYMENT HIRING SITUATIONS. FACTOR ANALYSIS YIELDED SIX MAJOR DIMENSIONS IN SOCIAL IMAGES. VARIATIONS IN FACTOR SCORES WERE EXAMINED TO CLARIFY DISADVANTAGES OF EACH GROUP IN HIRING SITUATIONS. (AUTHOR)
ERIC: EJ159431

4466 SOCIAL INEQUALITY AND LABOR FORCE PARTICIPATION. JUL 73
KING, JONATHAN
CALIFORNIA UNIV., LOS ANGELES. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 247P.; PH.D. DISSERTATION, CALIFORNIA UNIVERSITY, LOS ANGELES
DOCTORAL THESES, EMPLOYMENT PATTERNS, LABOR FORCE, OCCUPATIONAL SURVEYS, SOCIALLY DISADVANTAGED, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS
THE LABOR FORCE PARTICIPATION RATES OF WHITES, BLACKS, AND SPANISH-AMERICANS, GROUPED BY SEX, ARE EXPLAINED IN A LINEAR REGRESSION MODEL FITTED WITH 1970 U. S. CENSUS DATA ON STANDARD METROPOLITAN STATISTICAL AREA (SMSA). THE EXPLANATORY VARIABLES ARE AVERAGE AGE, AVERAGE YEARS OF EDUCATION, VOCATIONAL TRAINING RATE, DISABLED RATE, UNEMPLOYMENT RATE, CHANGE IN EMPLOYMENT RATE, WAGE RATE, AVERAGE NONLABOR INCOME, MARRIED RATE, PROPORTION OF WOMEN WITH YOUNG CHILDREN, WAGE SOCIAL INEQUALITY, AND UNEMPLOYMENT SOCIAL INEQUALITY. WAGE SOCIAL INEQUALITY IS DEFINED AS THE AVERAGE WAGE RATE OF A SPECIFIC

(CONT.)
4446 RACIAL OR ETHNIC GROUP IN RELATION TO THE OVERALL AVERAGE WAGE RATE, ADJUSTED FOR SKILL DIFFERENCES BETWEEN THE GROUP IN QUESTION AND THE OVERALL POPULATION. UNEMPLOYMENT SOCIAL INEQUALITY IS, ANALOGOUSLY, THE ADJUSTED RELATIVE UNEMPLOYMENT RATES. (NTIS)
ERIC: ED096494 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-231 369, MF-$1.45, HC-$6.00)

4447 SOCIAL INFLUENCES ON WOMENS PURSUIT OF A NONTRADITIONAL CAREER. 74
TRIGG, LINDA, J.;PERLMAN, DANIEL
NOTES: 22P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION (83RD, CHICAGO, ILLINOIS, AUGUST 30-SEPTEMBER 2, 1975)
CAREER CHOICE, FEMALES, GOAL ORIENTATION, OCCUPATIONAL CHOICE, PSYCHOLOGICAL NEEDS, RESEARCH PROJECTS, SOCIAL INFLUENCES, SPEECHES, WORKING WOMEN
THREE HYPOTHESES WERE DERIVED FROM OUR BASIC PREMISE THAT, AMONG WOMEN, SOCIAL FACTORS ARE CRITICAL IN THE CHOICE OF A HIGH STATUS, NONTRADITIONAL CAREER. WOMEN APPLYING TO NONTRADITIONAL CAREERS SHOULD HAVE LOWER AFFILITATIVE NEEDS THAN WOMEN APPLYING TO TRADITIONAL CAREERS. AS COMPARED WITH WOMEN ENTERING A TRADITIONAL FIELD, WOMEN ENTERING A NONTRADITIONAL FIELD (1) WILL CONSIDER BEING MARRIED AND HAVING CHILDREN LESS IMPORTANT AND (2) WILL BE MORE LIKELY TO PERCEIVE NONTRADITIONAL CAREERS AS COMPATIBLE WITH THE SATISFACTION OF SOCIAL AND MARITAL NEEDS. AS COMPARED WITH WOMEN ENTERING TRADITIONAL FIELDS, WOMEN ENTERING NONTRADITIONAL CAREERS WILL BE MORE LIKELY TO HAVE A BOYFRIEND WHO IS SUPPORTIVE AND TOLERANT OF A NONTRADITIONAL CAREER. DATA WERE COLLECTED VIA MAILED QUESTIONNAIRES FROM 153 TRADITIONAL (NURSING AND MEDICAL REHABILITATION) APPLICANTS AND 78 NONTRADITIONAL (MEDICAL AND DENTAL) APPLICANTS. THE RESULTS SUPPORTED ALL THREE HYPOTHESES. (AUTHOR)
ERIC: ED120632 DANIEL PERLMAN, DEPT. OF PSYCHOLOGY, UNIVERSITY OF MANITOBA, WINNIPEG, CANADA R3T 2N2

4448 SOCIAL ISSUES 1976
BUSINESS WEEK, NO.2430, MAY 3, 1976, P. 107.
BUSINESS ETHICS, COMMERCIAL BANKING, COMMERCIAL LENDER, CONSUMER BEHAVIOR, CORPORATE RESPONSIBILITY, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LAW, MINORITIES IN BUSINESS, MORTGAGE, SOCIAL ISSUES
A WOULD-BE HOMEOWNER CAN TAKE A RELUCTANT LENDER INTO COURT IF REDLINING IS SUSPECTED COMPANIES MUST COOPERATE WITH LAW ENFORCEMENT OFFICIALS INVESTIGATING A CUSTOMER RE-EDUCATION OF SUPERVISORS SUSPECTED OF DISCRIMINATORY PRACTICE IS REQUIRED.
MGMT: BWE76E0347

4449 SOCIAL ISSUES: AN INDUSTRY MAN TAKES OVER A BATTERED EEOC 1975
BUSINESS WEEK, NO.2386, JUNE 23, 1975, P. 113-115.
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, LABOR, MANAGEMENT, MINORITIES
LOWELL W. PERRY FROM CHRYSLER CORP AND THE HIGHEST RANKING BLACK IN THE AUTO INDUSTRY TAKES OVER AT THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION AS CHAIRMAN. THE ARTICLE DISCUSSES HIS PRIMARY PLAN TO RESTORE CREDIBILITY TO THE AGENCY, AND HIS VIEW ON THE AGENCY AND ITS FUTURE.
MGMT: BWE75F23A3

4450 SOCIAL NETWORK EFFECTS ON EMPLOYMENT. 30 APR 74
WOLFE, ALVIN W.;DEAN, LINDA WHITEFORD
WISCONSIN UNIV., MILWAUKEE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 30P.
EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, JOB SATISFACTION, OCCUPATIONAL MOBILITY, ORGANIZATIONAL CLIMATE, PERSONNEL EVALUATION, RESEARCH, SOCIAL FACTORS, SOCIAL INFLUENCES, SOCIAL NETWORK
THIS IS A REPORT OF A STUDY INVESTIGATING THE EFFECTS AND CHARACTERISTICS OF A SOCIAL NETWORK ON EMPLOYMENT BY EXPLORING ALL KINDS OF RELATIONSHIPS CENTERING ON ONE PERSON, INCLUDING KINSHIP, FRIENDSHIP, ASSOCIATION, AND CLIENTSHIP. THE STUDY FOCUSES ON COMPARISONS OF SOCIAL NETWORKS ASSOCIATED WITH 100 JOBS OF 31 PEOPLE WHO GRADUATED FROM A TRAINING PROGRAM FOR DATA PROCESSORS. THE DUAL INTENT OF THE STUDY WAS TO ASCERTAIN DIFFERENCES BETWEEN THE NETWORK SETS OF PEOPLE WHO WERE SATISFIED OR UNSATISFIED ON THEIR JOBS AND BETWEEN SETS ASSOCIATED WITH PEOPLE WHO HAD STABLE AND UNSTABLE JOB HISTORIES. DETAILED STATISTICAL ANALYSES ACCOMPANY THE TEXT. THE AUTHORS DID NOT FIND EXPECTED DIFFERENCES BETWEEN HAPPILY AND UNHAPPILY EMPLOYED PEOPLE. THE STUDY ALSO CONCLUDES THAT SETS ASSOCIATED WITH JOBS FOUND BY INFORMAL CONTACTS ARE DIFFERENT FROM THOSE JOBS FOUND THROUGH INSTITUTIONAL CONTACT OR PERSONAL PUBLIC KNOWLEDGE. THERE WERE NO SIGNIFICANT DIFFERENCES BETWEEN SETS FOR THOSE WITH CHAOTIC JOB LEAPS OR ORDERLY CAREERS. THE REPORT CONTAINS A 53-ITEM BIBLIOGRAPHY AND THE MINNESOTA SATISFACTION QUESTIONNAIRE. (NH)
ERIC: ED094149

4451 SOCIAL PREFERENCE FUNCTIONS AND THE DICHOTOMY ARGUMENT: A COMMENT 1977
SHUPP, F.R.
ANNALS OF ECONOMIC AND SOCIAL MEASUREMENT, VOL.6, NO.3, 1977, P. 295-300. BIBLIOG. +
ECONOMICS, GNP, GOALS AND OBJECTIVES, INFLATION, LINEAR PROGRAMMING, QUANTITATIVE METHODS, SOCIAL ISSUES, UNEMPLOYMENT
THE DICHOTOMY BETWEEN SOCIAL PREFERENCE FUNCTIONS AND CONSTRAINT SETS IS NOT AS STRONG AS INDICATED BY THE PAPER BY PALASH. CRITICISM ON THE PAPER IS INCLUDED.
MGMT: AES77P0235

4452 A SOCIAL PSYCHOLOGICAL EXPLORATION OF POWER MOTIVATION AMONG DISADVANTAGED WORKERS. DEC 71
LEVITIN, TERESA ELLEN
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 286P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
DISADVANTAGED GROUPS, INDIVIDUAL POWER, MOTIVATION, NEGROES, SOCIAL PSYCHOLOGY, UNEMPLOYED, POWER MOTIVATION

AN EXTENSIVE REVIEW OF THE LITERATURE ON THE SOCIAL PSYCHOLOGY OF SOCIAL POWER LED TO THE CONCLUSION THAT THE AREA CONTAINS MANY UNRELATED, NONCUMULATIVE THEORETICAL AND EMPIRICAL WORKS. THREE CONCEPTUAL DISTINCTIONS WERE INTRODUCED TO FACILITATE THE SYSTEMATIC STUDY OF SOCIAL POWER. EFFECTANCE MOTIVATION WAS USED TO DESCRIBE THE JOINT, OFTEN INEXTRICABLY LINKED, AROUSAL OF POWER AND ACHIEVEMENT MOTIVATIONS. POWER MOTIVATION WAS DISTINGUISHED FROM ACHIEVEMENT MOTIVATION ON THE BASIS OF THE SOCIAL AND NONSOCIAL GOAL, RESPECTIVELY, OF EACH MOTIVE. FINALLY, POWER MOTIVATION WAS CONCEPTUALIZED AS BASED IN EITHER FEAR OF HAVING CHOICES USURPED BY OTHERS (NEGATIVE ORIENTATION) OR DELIGHT IN TRYING TO DETERMINE THE CHOICES OF OTHERS (POSITIVE ORIENTATION). PREDICTIONS BASED ON SPECULATION ABOUT ATTITUDINAL AND BEHAVIORAL CORRELATES OF EACH MOTIVE AND OF EACH ORIENTATION WERE TESTED WITH DATA FROM 211 BLACK, MALE RESPONDENTS ASSIGNED TO EITHER A JOB TRAINING PROGRAM OR ENTRY LEVEL JOB WITH A LARGE MANUFACTURING COMPANY. PREDICTIONS ABOUT EFFECTANCE MOTIVATION WAS SIGNIFICANTLY ASSOCIATED WITH FEELINGS OF PREJUDICE AND DISCRIMINATION AND MILITANCY. PREDICTIONS ABOUT POWER AND ACHIEVEMENT MOTIVATION AND THE ORIENTATIONS TOWARD POWER WERE GENERALLY SUPPORTED, EVEN THOUGH ACCEPTABLE LEVELS OF SIGNIFICANCE WERE NOT OFTEN REACHED. (AUTHOR)

ERIC: ED081940 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-208 245, MF $1.45, HC $3.00)

4453 A SOCIAL REINFORCEMENT EXPERIMENT IN AN OPEN SOCIAL SYSTEM. OCT 67
BUEHLER, ROY E.;AND OTHERS
LITTON INDUSTRIES, INC., COLLEGE PARK, MD. EDUCATIONAL SYSTEMS DIV. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 94P.
ADOLESCENTS, BEHAVIOR CHANGE, COUNSELING, DROPOUT RATE, ETHNIC GROUPS, JOB TRAINING, MALES, POVERTY PROGRAMS, RATING SCALES, REINFORCEMENT, RESEARCH, SOCIAL SYSTEMS, SOCIOMETRIC TECHNIQUES, STATISTICAL DATA, TEACHING METHODS, JOB CORPS

THE OBJECT OF THE PRESENT STUDY WAS TO DEVELOP AND TEST THE EFFECTIVENESS OF A BEHAVIOR MODIFICATION APPROACH TO BEHAVIOR TRAINING, IN THE CONTEXT OF A SOCIAL LIVING SITUATION IN A JOB CORPS CENTER FOR MEN. THE MODEL FOR THIS APPROACH IS DERIVED FROM RECENT RESEARCH IN SOCIAL REINFORCEMENT LEARNING, AS APPLIED TO BEHAVIOR TRAINING IN LABORATORIES AND INSTITUTIONAL SETTINGS. (THE DOCUMENT INCLUDES 26 ILLUSTRATIONS, AND 19 REFERENCES.) (USROR/LY)

ERIC: ED021197 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC + TECHNICAL INFORMATION, SPRINGFIELD, VA. 22151 (PB-177-474, MF $.65, HC $3.00).

4454 SOCIAL SECURITY AND OTHER DILEMMAS: AN INTERVIEW WITH MARTIN FELDSTEIN 1976
MCCLAUGHRY, J.
BUSINESS AND SOCIETY REVIEW, NO.19, FALL 1976, P. 34-39.
ECONOMIC PLANNING, ECONOMICS, INCOME TAX, INDEXATION, PUBLIC ADMINISTRATION, SOCIAL ISSUES, SOCIAL SECURITY, UNEMPLOYMENT

DISCUSSES THE RELATIONSHIP BETWEEN SOCIAL SECURITY AND OTHER FACETS OF THE ECONOMY SUCH AS PRIVATE SAVING AND RECOMMENDATIONS FOR IMPROVING THE SYSTEM. ALSO DISCUSSED ARE CAPITAL SHORTAGE, PERSONAL INCOME TAX, INDEXING, A CONSUMPTION TAX, UNEMPLOYMENT BENEFITS AND NATIONAL ECONOMIC PLANNING.

MGMT: BUS76R0034

4455 SOCIAL SECURITY DATA AN AID TO MANPOWER PROGRAM EVALUATION. NOV 70
COMMINS, WILLIAM D.
PLANNING RESEARCH CORP., MCLEAN, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 49P.
COST EFFECTIVENESS, DATA ANALYSIS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, ON THE JOB TRAINING, PROGRAM EVALUATION, SOCIAL SECURITY

THE REPORT EXAMINES THE POTENTIAL OF SOCIAL SECURITY ADMINISTRATION DATA FOR MANPOWER TRAINING EVALUATION. IT ASSESSES THE UTILITY OF SSA DATA FOR COMPARING THE ECONOMIC GAINS OF ON-THE-JOB TRAINING AND INSTITUTIONAL TRAINEES BEFORE AND AFTER TRAINING. THE METHODOLOGY DEVELOPED INCORPORATES MULTIPLE CORRELATION ANALYSIS, ANALYSIS OF VARIANCE, AND F-RATIOS AND PROPORTIONS OF EXPLAINED VARIATION AS MEASURES OF SIGNIFICANCE. THE REPORT NOTES GENERAL INFORMATION ABOUT THE NATURE AND LIMITATIONS OF THESE DATA. SOME OF THE PROBLEMS OF BENEFIT MEASUREMENT ARE DISCUSSED AND A DESCRIPTION OF THE DATA SOURCES IS PROVIDED. (AUTHOR)

ERIC: ED031978 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-200 455, MF $1.45, HC $3.00)

4456 A SOCIAL SERVICE STRATEGY IN INDUSTRY SEP 75
WEISSMAN, ANDREW
SOCIAL WORK:20:5:401-402
INDUSTRIAL PERSONNEL, COUNSELING, ADULT COUNSELING, EMPLOYEE ATTITUDES, EMPLOYMENT PROGRAMS, CASE STUDIES, SOCIAL SERVICES, IMPROVEMENT, SOCIAL WORKERS, PERSONNEL

(CONT.)

4456 THE AUTHOR DESCRIBES THE STRATEGY FOLLOWED IN A MULTISERVICE CENTER FOR INDUSTRIAL EMPLOYEES. THE CENTER DEALT MAINLY WITH ALCOHOLISM, DRUG ABUSE AND FAMILY PROBLEMS. DURING THE FIRST FOUR MONTHS MOST OF THE CASES WERE SELF-REFERRED AND REPORTED AFTERWARDS THAT THEY HAD BENEFITTED FROM THEIR CONTACT WITH THE CENTER. (SE)
ERIC: EJ125555

4457 SOCIAL SERVICES U. S. A. STATISTICAL TABLES, SUMMARIES AND ANALYSES OF SERVICES UNDER SOCIAL SECURITY ACT TITLES XX, IV-B, AND IV-C FOR THE 50 STATES AND THE DISTRICT OF COLUMBIA. JANUARY - MARCH 1976. MAR 76
SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 127P.; QUESTIONS ABOUT THIS PUBLICATION SHOULD BE DIRECTED TO PUBLIC SERVICES ADMINISTRATION OR NATIONAL CENTER FOR SOCIAL STATISTICS, U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, 330 C STREET, S.W., WASHINGTON, D.C. 2020L ; SOME TABLES MAY BE MARGINALLY LEGIBLE DUE TO SM
CHILD WELFARE, HANDICAPPED CHILDREN, NATIONAL SURVEYS, SOCIAL SERVICES, STATE SURVEYS, STATISTICAL DATA, WELFARE SERVICES
PRESENTED ARE STATISTICAL TABLES, SUMMARIES, AND ANALYSES OF SERVICES WHICH ARE PROVIDED TO THE HANDICAPPED AND OTHERS FOR JANUARY THROUGH MARCH 1976 UNDER THE SOCIAL SECURTIY ACT TITLES XX, IV-B, AND IV-C IN ALL 50 STATES AND THE DISTRICT OF COLUMBIA. HIGHLIGHTS OF THE REPORT ARE NOTED FOR SERVICE RECIPIENTS (SUCH AS 3.2 MILLION CHILDREN AND ADULTS RECEIVED SERVICES) AND PROVISION OF SELECTED SERVICES (CHILD DAY CARE, HEALTH RELATED, PROTECTIVE, FAMILY PLANNING, FOSTER CARE, AND ADOPTION SERVICES). GENERAL COMMENTS AND TECHNICAL NOTES PRECEDE THE TABLES AND ANALYSSES WHICH COMPRISE MOST OF THE DOCUMENT. TABLES PROVIDE INFORMATION BY STATE AND IN SUMMARY FORM AND HAVE THE FOLLOWING TITLES COUNT OF PRIMARY RECIPIENTS, PRIMARY RECIPIENTS BY CATEGORY, SUMMARY OF SUPPLEMENTAL SECURITY INCOME, SERVICES PROVIDED, SERVICES PROVIDED BY CATEGORY, STATE SERVICES, SUMMARY OF DAY CARE, AND SUMMARY OF DAY CARE BY STATE. APPENDED ARE A GLOSSARY OF TERMS; SUMMARIES OF SOCIAL SERVICES, CHILD WELFARE, AND WORK INCENTIVE PROGRAMS; AND DATA COLLECTION FORMS. (DB)
ERIC: ED136492

4458 SOCIAL VALUES, FEMININITY, AND THE DEVELOPMENT OF FEMALE COMPETENCE 1976
SHERMAN, J.A.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 131-195. BIBLIOG. 48
BEHAVIORAL SCIENCE, BIBLIOGRAPHY, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, PSYCHOLOGY, SOCIAL CHANGE, SOCIAL ISSUES, WOMEN
PRESCRIBING FOR SOCIAL CHANGE INVOLVES A WISDOM AND KNOWLEDGE THAT NO ONE CAN PRESUME TO POSSESS. THE ROLE OF EDUCATION IN INCREASING THE COMPETENCE OF WOMEN IS DISCUSSED. THE NEED FOR CHANGE IN MALE ATTITUDES TOWARD WOMEN IS ESSENTIAL FOR SOCIAL CHANGE.
MGMT: JSI76P0131

4459 SOCIAL WELFARE IN BLACK AMERICA SUM/F 75
ROBERTS, TERRENCE J.
JOURNAL OF AFRO-AMERICAN ISSUES:3:3+4:332-394
SOCIAL WELFARE, EDUCATIONAL NEEDS, HEALTH NEEDS, EMPLOYMENT OPPORTUNITIES, NEGROES, WELFARE PROBLEMS, PUBLIC POLICY, UNITED STATES HISTORY, HOUSING NEEDS, INCOME
ARGUES THAT INCREASES IN THE GROSS NATIONAL PRODUCT AND ADVANCES IN MEDICINE, EDUCATION AND TECHNOLOGY DO NOT AUTOMATICALLY RELEASE ABUNDANCE TO TRICKLE DOWN TO THE HAVE-NOTS, NOR DO THEY AUTOMATICALLY OPEN UP GREATER OPPORTUNITY FOR UPWARD MOBILITY SOCIAL WELFARE FOR BLACK AMERICANS IS QUITE DIFFERENT FROM THAT FOR WHITE AMERICANS. (AUTHOR/JM)
ERIC: EJ131897

4460 SOCIAL WORKERS AND MANPOWER PROGRAMS AN EXPERIMENTAL APPROACH TO PROFESSIONAL TRAINING AND CURRICULUM DEVELOPMENT. FINAL REPORT 1970-1973. 73
JORRIN, VALERIE
COLUMBIA UNIV., NEW YORK, N.Y. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-92-34-70-16
NOTES: 98P.; FOR A RELATED DOCUMENT, SEE SO 010 391
COMMUNITY PROGRAMS, CURRICULUM DEVELOPMENT, DEMONSTRATION PROJECTS, FEDERAL PROGRAMS, FIELD EXPERIENCE PROGRAMS, GRADUATE STUDY, HIGHER EDUCATION, INTERDISCIPLINARY APPROACH, INTERNSHIP PROGRAMS, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROFESSIONAL TRAINING, PROGRAM DESCRIPTIONS, PUBLIC ADMINISTRATION EDUCATION, SOCIAL SERVICES, SOCIAL WELFARE, SOCIAL WORK, TRAINING LABORATORIES, WELFARE SERVICES
THIS CONFERENCE REPORT IS ONE OF THREE VOLUMES BEING ISSUED BY THE LABORATORY FOR COMMUNITY PROGRAMMING AT THE CONCLUSION OF ITS EXPERIMENTAL PROGRAM. THIS THIRD VOLUME IS A COMPREHENSIVE REPORT ON THE THREE-YEAR LABORATORY PROJECT, INCLUDING DESCRIPTIONS OF STUDENT FIELD WORK EXPERIENCES DURING THE LABORATORYS DEFINITIVE LAST YEAR. THIS LABORATORY EXPERIMENT HAS ORGANIZED IN RECOGNITION OF THE INCREASING DEMAND FOR MANPOWER SPECIALISTS CREATED BY FEDERALLY FUNDED PROGRAMS AND OF THE NEED FOR UNIFICATION BETWEEN SOCIAL WORKERS AND MANPOWER ORGANIZATIONS. THIS PROGRAM PERFORMED THREE MAJOR FUNCTIONS (1) THE DEVELOPMENT OF A TRAINING PROGRAM IN WHICH GRADUATE STUDENTS IN SOCIAL WORK SERVED INTERNSHIPS IN DIVERSE COMMUNITY AND FEDERAL MANPOWER ORGANIZATIONS; (2) THE AVAILABILITY OF TECHNICAL ASSISTANCE TO THESE ORGANIZATIONS IN TERMS OF COMMUNITY ORGANIZING, PROGRAM AND STAFF DEVELOPMENT, AND MEDIATING; AND (3) THE INITIATION OF A SOCIAL WORK CURRICULUM DEVISED TO FAMILIARIZE THE STUDENT WITH THE WORLD OF WORK AND WITH THE COORDINATION OF MANPOWER PROGRAMS AND SOCIAL WORK THROUGH A NEW APPROACH TO

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4460 FIELD WORK. SIX ESSAYS BY STUDENTS INVOLVED IN THE EXPERIMENTAL FIELD WORK PROGRAM REFLECT POSITIVE RESULTS FOR BOTH THE STUDENTS AND THE ORGANIZATIONS INVOLVED IN THE LABORATORY PROJECT. THE APPENDIX LISTS TEXTS, COURSE OUTLINES, RELATED PAPERS AND A PROPOSAL FOR A MANPOWER DEVELOPMENT AND TRAINING INSTITUTE. (KC)
ERIC: ED141230

4461 SOCIAL, CULTURAL AND EDUCATIONAL FACTORS ASSOCIATED WITH RELATIVE VOCATIONAL SUCCESS OF NAVAJO HIGH SCHOOL GRADUATES. 31 JAN 70
BYLUND, H. BRUCE
UTAH STATE UNIV., LOGAN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 56P.
ACADEMIC APTITUDE, AMERICAN INDIANS, BOARDING SCHOOLS, CULTURAL FACTORS, EMPLOYMENT, FEASIBILITY STUDIES, HIGH SCHOOL GRADUATES, INTERVIEWS, QUESTIONNAIRES, RESEARCH, RURAL AREAS, SEX DIFFERENCES, SOCIAL FACTORS, TABLES (DATA), VOCATIONAL FOLLOWUP
THE OBJECTIVE OF THIS STUDY WAS TO EXPLORE THE FEASIBILITY OF ANALYZING EDUCATIONAL AND CULTURAL FACTORS ASSOCIATED WITH THE VOCATIONAL SUCCESS OF GRADUATES OF A LARGE BOARDING SCHOOL FOR NAVAJO INDIANS (I.E., THE 1964 GRADUATES OF INTERMOUNTAIN SCHOOL IN UTAH). IN ORDER TO LOCATE THESE GRADUATES, LETTERS WERE SENT TO THE PARENTS OR GUARDIAN. WHEN THIS BROUGHT NO RESPONSE, AN INTERVIEWER WAS SENT TO THE RESERVATION TO SPEAK TO PARENTS, OTHER FAMILY MEMBERS, OR THE LOCAL TRADER TO OBTAIN CURRENT ADDRESSES FOR THE GRADUATES. AN INTERVIEW SCHEDULE WAS DEVELOPED, TESTED ON NAVAJOS LIVING ON OR NEAR THE RESERVATION, AND REVISED. INFORMATION OBTAINED FROM INTERMOUNTAIN SCHOOL INCLUDED THE STUDENTS TOTAL AMOUNT OF SCHOOLING, AGE WHEN HE STARTED SCHOOL, AGE WHEN HE GRADUATED, INFORMATION CONCERNING COURSES HE HAD TAKEN, GRADE POINT AVERAGES, TEST DATA FOR ACHIEVEMENT AND APTITUDE TESTS, EVALUATION WHICH HAD BEEN MADE BY COUNSELORS AND TEACHERS ON VARIOUS ASPECTS OF THE STUDENTS LIFE AND BEHAVIOR, AND INFORMATION ON THE SUMMER PLACEMENT PROGRAM. INCLUDED IN THE SAMPLE WERE 80 GRADUATES, EACH OF WHOM WAS PERSONALLY INTERVIEWED. THE DATA, ANALYZED BY STEPWISE REGRESSION, INDICATED THAT THE BEST VARIABLE FOR PREDICTING TOTAL PRODUCTIVE ACTIVITY WAS TEACHER EVALUATION OF THE STUDENTS RESPECT FOR PROPERTY: THE NEXT BEST PREDICTION VARIABLE WAS KNOWING THE TRADITIONAL NAVAJO STORIES. HOWEVER, THESE RESULTS ARE ONLY SUGGESTIVE BECAUSE OF THE SMALLNESS OF THE SAMPLE. BUT IT APPEARS THAT AMONG THE VARIABLES USED IN THE STUDY ARE THOSE WHICH CAN BE MEANINGFULLY COMBINED TO GIVE AN EXPLANATION OF AND BE USEFUL FOR PREDICTING A REASONABLE PERCENTAGE OF RELATIVE VOCATIONAL SUCCESS AMONG NAVAJO MALES. (LS)
ERIC: ED054989

4462 SOCIETAL CHANGE AND BUSINESS-GOVERNMENT RELATIONSHIPS 1975
SEELYE, A.L.
MSU BUSINESS TOPICS, VOL.23, NO.4, AUTUMN 1975, P. 5-12. BIBLIOG. 6
BUSINESS, CONSUMER PROTECTION, ECOLOGY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, LITIGATION, MANAGEMENT, SOCIAL ISSUES, YOUTH
GOVERNMENT REGULATION, AT A TIME OF DECLINING CONFIDENCE IN BUSINESS, HAS ATTEMPTED TO REDRESS ALL SOCIAL ILLS. COOPERATION FOR PROGRESS IS NEEDED FROM BOTH SIDES IF SOCIETAL CHANGE IS TO BE A SMOOTH PROCESS.
MGMT: MSU75R0005

4463 SOCIO-ECONOMIC STATUS AND OCCUPATIONAL STATUS PROJECTIONS OF SOUTHERN YOUTH, BY RACE AND SEX. AUG 69
LEVER, MICHAEL F.:KUVLESKY, WILLIAM P.
NOTES: 43P.: PAPER PRESENTED AT THE RURAL SOCIOLOGICAL SOCIETY MEETING (SAN FRANCISCO, CALIFORNIA, AUGUST 28-31, 1969)
CAREER CHOICE, CAUCASIAN STUDENTS, COMPARATIVE ANALYSIS, FEMALES, GRADE 10, MALES, NEGRO STUDENTS, OCCUPATIONAL ASPIRATION, RACIAL DIFFERENCES, RURAL AREAS, RURAL YOUTH, SOCIAL INFLUENCES, SOCIOECONOMIC STATUS, SOUTHERN STATES, VOCATIONAL INTERESTS
THE PURPOSE OF THIS STUDY WAS TO EXAMINE SELECTED OCCUPATIONAL STATUS PROJECTIONS AND THE RELATIONSHIP BETWEEN THESE PROJECTIONS AND SOCIOECONOMIC STATUS (SES). OCCUPATIONAL STATUS PROJECTIONS REFERRED TO PREDICTIVE STATEMENTS ABOUT THE FUTURE LIFETIME JOB OF THE RESPONDENTS. THE OCCUPATIONAL STATUS PROJECTIONS INCLUDED IN THE ANALYSIS WERE (1) OCCUPATIONAL ASPIRATIONS--THE LIFETIME JOB DESIGNATED BY THE RESPONDENT AS MOST DESIRABLE: (2) OCCUPATIONAL EXPECTATIONS--THE LIFETIME JOB THE RESPONDENT EXPECTED TO HAVE: AND (3) ANTICIPATORY DEFLECTION--THE DIFFERENCE BETWEEN THE STATUS LEVEL OF THE RESPONDENTS ASPIRATION AND EXPECTATION. THE SAMPLE FOR THE STUDY CONSISTED OF 7,775 NEGRO AND WHITE HIGH SCHOOL SOPHOMORES LIVING IN NONMETROPOLITAN AREAS OF 5 SOUTHERN STATES. ANALYSIS OF THE DATA REVEALED THE RELATIVELY LOW EFFECT OF SES ON OCCUPATIONAL STATUS PROJECTIONS. WHEN SES WAS NOT CONTROLLED, VERY HIGH OR HIGH LEVEL OCCUPATIONS WERE DESIRED BY A MAJORITY AND EXPECTED BY EITHER A MAJORITY OR A LARGE MINORITY OF RESPONDENTS IN EACH RACE-SEX CATEGORY. WHEN SES WAS CONTROLLED, A MODERATE POSITIVE ASSOCIATION WAS FOUND BETWEEN SES AND ASPIRATION AND EXPECTATION LEVELS. HOWEVER, THE GENERAL TREND OF ASPIRATIONS AND EXPECTATIONS OF UPPER LEVEL OCCUPATIONS REMAINED FOR ALL RACE-SEX CATEGORIES AT ALL SES LEVELS. (TL)
ERIC: ED032169

4464 SOCIOCULTURAL FACTORS IN THE INTERGROUP PERCEPTION OF HEALTH PROBLEMS A CASE OF GROWER ATTITUDES TOWARD THEIR MIGRANT LABOR SPR 76
JOHNSON, THOMAS M.
HUMAN ORGANIZATION:35:1:79-83
EMPLOYER ATTITUDES, FARMERS, HEALTH NEEDS, MIGRANT WORKERS, SOCIOCULTURAL PATTERNS,

(CONT.)
4464 HEALTH SERVICES
ERIC: EJ134967

4465 THE SOCIOECONOMIC ACHIEVEMENT OF WHITE MARRIED MALES IN THE UNITED STATES 1957-67. 69
FEATHERMAN, DAVID LEE
MICHIGAN UNIV., ANN ARBOR. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 171P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
ACADEMIC ACHIEVEMENT, BIBLIOGRAPHIES, ETHNIC GROUPS, LONGITUDINAL STUDIES, OCCUPATIONAL MOBILITY, RELIGIOUS DIFFERENCES, SOCIAL MOBILITY, STATISTICAL ANALYSIS, TABLES (DATA), PRINCETON FERTILITY STUDY
A 10-YEAR LONGITUDINAL SURVEY WAS CONDUCTED TO STUDY THE INFLUENCE ON SOCIOECONOMIC CAREER ACHIEVEMENTS OF SUCH FACTORS AS FATHERS OCCUPATION, NUMBER OF SIBLINGS, FARM OR RURAL RESIDENCE, AND RELIGIOUS AND ETHNIC DIFFERENCES. INFORMATION ON 715 WHITE MARRIED MALES WHO WERE RESIDENTS OF SEVEN OF THE LARGEST METROPOLITAN AREAS AND WHO PARTICIPATED IN THE 1957 PRINCETON FERTILITY STUDY WAS USED FOR THE STUDY. A MODEL OF CAUSAL RELATIONSHIPS WAS ADDUCED BY USING A PATH ANALYTIC FRAMEWORK. THE FINDINGS CONFIRMED THAT A MANS SOCIAL ORIGINS INFLUENCED HIS OCCUPATIONAL CAREER IN AN INDIRECT MANNER THROUGH THE YEARS OF SCHOOLING WHICH A FAMILYS SOCIAL AND ECONOMIC RESOURCES COULD PROVIDE. JEWS OF ALL ETHNIC BACKGROUNDS, AND ITALIAN- AND MEXICAN-AMERICAN CATHOLICS, RESPECTIVELY, HAD THE HIGHEST AND LOWEST SOCIOECONOMIC ACHIEVEMENTS. EDUCATION WAS FOUND TO BE THE KEY VARIABLE WHICH INTERVENED BETWEEN SOCIAL AND RELIGIO-ETHNIC BACKGROUNDS AND THE OCCUPATIONAL AND ECONOMIC ACHIEVEMENT OF THE MEN IN THE STUDY. (BC)
ERIC: ED053252 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-195995, MF $.65; SEE CATALOG FOR HARD COPY PRICE)

4466 SOCIOECONOMIC ACHIEVEMENTS OF U.S. MEN, 1962 TO 1972 JUL 74
HAUSER, ROBERT M.;FEATHERMAN, DAVID L.
SCIENCE;185;4148;325-331
EDUCATIONAL STATUS COMPARISON, EMPLOYMENT OPPORTUNITIES, RACIAL DISCRIMINATION, SOCIOECONOMIC INFLUENCES, CAUCASIANS, NEGROES, OCCUPATIONAL STATUS
ANALYZED ARE TWO QUESTIONS WHAT HAS BEEN THE TREND OF SOCIOECONOMIC OPPORTUNITY FOR BLACK AND WHITE MEN IN THE UNITED STATES DURING THE LAST DECADE AND WHAT HAS BEEN THE TREND OF RACIAL DISCRIMINATION IN THE SOCIOECONOMIC ACHIEVEMENTS OF BLACK MEN (RH)
ERIC: EJ104753

4467 SOCIOECONOMIC CHARACTERISTICS OF GROWING AND DECLINING NONMETROPOLITAN COUNTIES, 1970. AGRICULTURAL ECONOMIC REPORT NO. 306. AUG 75
BROWN, DAVID L.
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: 51P.
AGE, CENSUS FIGURES, ECONOMICALLY DISADVANTAGED, EDUCATION, FAMILY INCOME, LABOR FORCE, MINORITY GROUPS, OCCUPATIONS, POPULATION GROWTH, POPULATION TRENDS, RACIAL COMPOSITION, RURAL AREAS, SEX DIFFERENCES, SOCIOECONOMIC STATUS, SOUTHERN STATES, STATISTICAL ANALYSIS, TABLES (DATA), COUNTIES, POPULATION DECLINE
UTILIZING DATA COMPILED FROM THE 1970 U.S. CENSUS OF POPULATION, THIS STATISTICAL ANALYSIS PRESENTS A COMPARISON OF THE SOCIOECONOMIC CHARACTERISTICS OF GROWING AND DECLINING NONMETROPOLITAN U.S. COUNTIES. IN ADDITION, SEPARATE ANALYSES ARE PRESENTED FOR WHITES AND RACIAL MINORITIES AND FOR SOUTH AND NONSOUTH REGIONS (SINCE ANALYSIS IS LIMITED TO THOSE COUNTIES HAVING AT LEAST 250 RACIAL MINORITY RESIDENTS AND SINCE 2/3 OF THESE ARE LOCATED IN THE SOUTH, THE ANALYSIS OF NATIONAL LEVEL NONMETROPOLITAN DATA IS HEAVILY WEIGHTED BY SOUTHERN COUNTIES). THIS ANALYSIS INDICATES THAT WHEN COMPARED WITH GROWING NONMETROPOLITAN COUNTIES, THE DECLINING NONMETROPOLITAN COUNTIES HAVE (1) A DEFICIT OF WORKING AGE POPULATION; (2) A HIGHER PROPORTION OF DEPENDENT AGE GROUPS; (3) A LOWER MEDIAN EDUCATIONAL ATTAINMENT AMONG THE MINORITY POPULATION; (4) A LOWER RATE OF FEMALE PARTICIPATION IN THE LABOR FORCE (33.7(VS 37.9(); (5) A LOWER MEDIAN FAMILY INCOME ($6,546 VS $8,027); (6) LESS EMPLOYMENT IN MANUFACTURING (23.1(VS 26.9(); (7) A HIGHER THAN AVERAGE AMOUNT OF EMPLOYMENT IN LOW-WAGE/LOW-SKILL EXTRACTIVE INDUSTRIES (20.1(VS 6.5(); AND (8) A HIGHER PERCENTAGE OF FAMILIES WHOSE INCOME FALLS BELOW THE POVERTY LINE. THIS ANALYSIS INDICATES A DECLINING POPULATION AFFECTS AN AREAS SOCIOECONOMIC COMPOSITION, AGE AND LABOR FORCE STRUCTURES, AND ITS ABILITY TO GENERATE INCOME. (JC)
ERIC: ED111537

4468 SOCIOLOGICAL ASPECTS OF SELF-EMPLOYMENT AND SOCIAL WELFARE AMONG CHINESE, JAPANESE, AND NEGROES IN NORTHERN, URBAN AREAS OF THE UNITED STATES, 1900-1940. 69
LIGHT, IVAN HUBERT
CALIFORNIA UNIV., BERKELEY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 245P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA AT BERKELEY
BIBLIOGRAPHIES, CHINESE AMERICANS, JAPANESE AMERICANS, NEGROES, SOCIAL ORGANIZATIONS, SOCIOECONOMIC INFLUENCES, TABLES (DATA), WELFARE, WELFARE RECIPIENTS, SMALL BUSINESSES
THE STUDY CONCERNS THREE PRINCIPAL ANALYTICAL QUESTIONS DURING THE PERIOD FROM 1900-1940 (1) WHY WERE THE CHINESE AND JAPANESE OVER-REPRESENTED AND NEGROES UNDER-REPRESENTED IN SMALL BUSINESSES (2) WHY WERE THERE MANY MORE NEGROES THAN CHINESE AND JAPANESE ON WELFARE ROLLS (3) WHAT, IF ANY, WAS THE CONNECTION BETWEEN SMALL BUSINESSES AND SOCIAL WELFARE THE METHOD OF ANALYSIS WAS A STRUCTURED COMPARISON OF GROUPS, AND EXAMINATION OF THE BANKING AND CREDIT PRACTICES OF THE THREE GROUPS AND OF

(CONT.)
4468 NEGRO CHURCH AND FRATERNAL ORGANIZATIONS WERE MADE. THE PRIMARY DIFFERENCE BETWEEN THE NEGROES AND THE TWO ORIENTAL MINORITIES WAS THAT THE JAPANESE AND CHINESE WERE ORGANIZED IN MUTUALLY SUPPORTIVE MORAL COMMUNITIES, WHEREAS ONLY A MINORITY OF NEGROES WAS ORGANIZED IN THIS FASHION. THE SMALL BUSINESSES WERE ORGANIZED BY ORIENTALS WITH ASCRIPTIVE TIES OF BLOOD AND LAND; THESE TIES DID NOT EXIST AMONG NEGROES. (BC)
ERIC: ED054301 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196415, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

4469 SOCIOLOGICAL RESEARCH ON EMPLOYMENT PATTERNS OF YOUTH. 28 JAN 74
MARCONI, KATHERINE
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. GRADUATE SCHOOL OF ARTS AND SCIENCES. OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C.
NOTES: 24P.; REPORT ON ECONOMETRIC RESEARCH ON NAVY MANPOWER PROBLEMS
BEHAVIORAL SCIENCE RESEARCH, CAREER CHOICE, EMPLOYMENT PATTERNS, JOB DEVELOPMENT, JOB TENURE, MANPOWER UTILIZATION, MILITARY SERVICE, OCCUPATIONAL ASPIRATION, RECRUITMENT, SOCIOECONOMIC INFLUENCES, YOUTH EMPLOYMENT
SOCIOLOGICAL RESEARCH ON THE EMPLOYMENT PATTERNS OF YOUTH AFTER ENTRY INTO THE LABOR FORCE IS REVIEWED FOR POSSIBLE NAVAL MANPOWER POLICY. CURRENT TRENDS REGARDING JOB DURATION AND THE OCCUPATIONAL ASPIRATIONS OF YOUTH MAY HAVE POSSIBLE IMPLICATIONS FOR NAVAL ENLISTMENT POLICIES. (NTIS)
ERIC: ED095406 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151 (AD 776 658, MF $1.45; HC $3.00)

4470 SOCIOLOGICAL STUDIES OF OCCUPATIONS, A BIBLIOGRAPHY. OCT65
DEUTSCH, ELIZABETH C.;OVERS, ROBERT P.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 91P.
BIBLIOGRAPHIES, OCCUPATIONAL INFORMATION, OCCUPATIONS, SOCIOLOGY
INFORMATION ABOUT OCCUPATIONS FROM A PERSONAL AND SOCIAL VIEWPOINT IS CONTAINED IN THE 777 CITATIONS FROM PERIODICALS, BOOKS, AND GRADUATE THESES, PUBLISHED BETWEEN 1896 AND 1965. REFERENCES ARE ARRANGED BY OCCUPATIONAL GROUPS -- (1) PROFESSIONAL AND MANAGERIAL, (2) MANAGERIAL AND OFFICIAL, (3) CLERICAL AND SALES, (4) SERVICE, (5) AGRICULTURAL, FISHERY, AND FORESTRY, (6) SKILLED, SEMI-SKILLED, AND UNSKILLED, AND (7) UNCLASSIFIED. THE ENTRIES ARE CLASSIFIED WITHIN EACH OF THE OCCUPATIONAL GROUPS BY DICTIONARY OF OCCUPATIONAL TITLES CODE NUMBERS AND TITLES. ITEMS WHICH HAVE BEEN ABSTRACTED FOR THE LIBRARY OF CONGRESS DOCUMENTS EXPEDITING SERVICE ARE MARKED AND A LIST OF LIBRARIES SUBSCRIBING TO THIS SERVICE IS INCLUDED. (EM)
ERIC: ED015333

4471 SOCIOLOGICAL STUDIES OF OCCUPATIONS: ABSTRACTS. 68
OVERS, ROBERT P.;DEUTSCH, ELIZABETH C.
CURATIVE WORKSHOP OF MILWAUKEE, WIS.
NOTES: 400P.
ABSTRACTS, OCCUPATIONAL INFORMATION, OCCUPATIONS, RESEARCH REVIEWS (PUBLICATIONS), ROLE CONFLICT, SOCIAL CHARACTERISTICS, SOCIAL FACTORS, VOCATIONAL COUNSELING
ONE HUNDRED ABSTRACTS OF SOCIOLOGICAL STUDIES OF OCCUPATIONS ARE COLLECTED IN THIS VOLUME, DESIGNED PRIMARILY AS A VOCATIONAL GUIDANCE COUNSELING TOOL. TAKEN MAINLY FROM JOURNAL ARTICLES, THE STUDIES USUALLY RELATE TO THE SUBTLE SOCIAL CHARACTERISTICS OF JOBS, SUCH AS CULTURAL PRESSURES, ROLE IDENTITIES, ROLE CONFLICTS, PRESTIGE, AND DIFFERENTIAL SOCIAL SITUATIONS. THE OCCUPATIONS RANGE FROM JANITOR TO PHYSICIAN AND MUSICIAN TO CITY-MANAGER. THE ABSTRACT FORMAT FOR EACH OF THE STUDIES INCLUDED (1) A BRIEF DESCRIPTION OF THE ARTICLE AND ITS MAJOR FINDINGS, (2) THE AUTHORS OWN ABSTRACT (WHEN AVAILABLE), (3) A DESCRIPTION OF DATA GATHERING AND TREATMENT METHODS, (4) METHODOLOGICAL CAUTIONS TO HEED WHEN INTERPRETING FINDINGS (WHEN RELEVANT), (5) A GENERAL STATEMENT OF THEORETICAL ORIENTATION, (6) AN INDICATION OF SCOPE, WHETHER THE ARTICLE REFERS TO A JOB OR AN OCCUPATIONAL FIELD, (7) IMPLICATIONS FOR COUNSELING, EMPHASIZING THE STUDYS SIGNIFICANCE IN THE AREA OF VOCATIONAL COUNSELING, WRITTEN BY AN EXPERIENCED PSYCHOLOGIST (VOCATIONAL COUNSELOR), AND (8) THE PERTINENT DICTIONARY OF OCCUPATIONAL TITLES CLASSIFICATION AND CODE. A SUBJECT AND AN AUTHOR INDEX ARE INCLUDED. (ET)
ERIC: ED027397 RESEARCH DEPARTMENT, CURATIVE WORKSHOP OF MILWAUKEE, 750 NORTH 18TH STREET, MILWAUKEE, WISCONSIN 53233 ($3.00).

4472 SOLDERER I (ANY IND.) 6-95.001--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SOLDERER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

(CONT.)
4472 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062406

4473 SOLVING THE CRISIS IN OUR CITIES. REPORT TO BUSINESS, NO. 2.   MAR 69
AMERICAN BUSINESS PRESS, INC., NEW YORK, N.Y.
NOTES: 31P.
BUSINESS, DROPOUT PROGRAMS, ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, HOUSING, INDUSTRY, INNER CITY, JOB TRAINING, MANPOWER DEVELOPMENT, NEGRO BUSINESSES, RECRUITMENT, SPECIAL SERVICES, URBAN RENEWAL
THIS BOOKLET CONTAINS A SAMPLING OF CORPORATE PROGRAMS DESIGNED TO HELP ALLEVIATE URBAN SOCIAL PROBLEMS, AND OFFERS SMALL AND MEDIUM-SIZED BUSINESSES IDEAS FOR ECONOMIC DEVELOPMENT PROGRAMS INVOLVING THE DISADVANTAGED. INCLUDED ARE SIX HIRING AND RECRUITMENT PROGRAMS: 15 RELATED TO DROPOUTS, JOB TRAINING, AND ADULT BASIC EDUCATION: 14 FOR IMPROVING OPPORTUNITIES ON THE JOB: AND SIX INNER CITY JOB DEVELOPMENT SCHEMES. SEVERAL PRIVATE HOUSING AND URBAN RENEWAL EFFORTS ARE ALSO DESCRIBED, AS WELL AS VENTURES INTO SUCH ACTIVITIES AS SMALL BUSINESS COUNSELING, CHILD CARE, HEALTH CARE, LIBRARY SERVICES, AND THE STIMULATION OF BLACK CAPITALISM. NUMEROUS PRIVATE AND GOVERNMENTAL INFORMATION SOURCES ARE NOTED, FOLLOWED BY A LIST OF AMERICAN BUSINESS PRESS MEMBER PUBLICATIONS AND INTERNATIONAL AFFILIATES. (LY)
ERIC: ED037614

4474 SOME APTITUDES AND ABILITIES OF VIETNAMESE TECHNICIANS IMPLICATIONS FOR TRAINING   NOV 71
GUTHRIE, G. M.:BRISLIN, R.:SINAIKO, H. W.
INSTITUTE FOR DEFENSE ANALYSES ARLINGTON VA SCIENCE AND TECHNOLOGY DIV
CONTRACT NO. DAHC15-67-C-0011
NOTES: ARPA-T-77
ARMED FORCES(FOREIGN), VIETNAM, ENGINEERING PERSONNEL, APTITUDE TESTS, SPACE PERCEPTION, PERFORMANCE(HUMAN), SOUTH VIETNAM, GRAPHIC MATERIALS
THE DOCUMENT IS CONCERNED WITH THE PREMISE THAT COMPLEX EQUIPMENT CANNOT BE USED AND MAINTAINED EFFECTIVELY WITHOUT THE ABILITY TO UNDERSTAND TECHNICAL MANUALS. IN ADDITION TO TEXTUAL MATERIAL, SUCH MANUALS CONTAIN INFORMATION IN GRAPHIC FORM, SUCH AS LINE DRAWINGS, PHOTOGRAPHS, AND ENGINEERING DIAGRAMS. IN THE CONTEXT OF TRANSFERRING AMERICAN MILITARY EQUIPMENT TO THE ARMED FORCES OF THE REPUBLIC OF VIETNAM, CERTAIN ABILITIES RELATED TO INTERPRETING TECHNICAL GRAPHIC MATERIAL WERE INVESTIGATED. A SAMPLE OF 32 VIETNAMESE AIR FORCE TECHNICIANS SERVED AS SUBJECTS IN SEVERAL EXPERIMENTS. THE MEN PERFORMED LESS EFFECTIVELY THAN AMERICAN CONTROLS IN SEVERAL MEASURES OF SPATIAL APTITUDE WHICH INVOLVED THE ABILITY TO COMPREHEND GRAPHIC CONVENTIONS. RECOMMENDATIONS ARE MADE WHICH INCLUDE THE DEVELOPMENT OF SPECIAL TRAINING METHODS TO OVERCOME DEFICIENCIES IN INTERPRETING TECHNICAL ILLUSTRATIONS. (AUTHOR)
NTIS: AD-716 733   NTIS PRICES PC$3.00 MF$0.95

4475 SOME ASPECTS OF URBAN PROGRAMMING FOR RURAL IN-MIGRANT YOUTH.   SEP63
FREEDMAN, MARCIA K.
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C.
NOTES: 15P.
COMPENSATORY EDUCATION PROGRAMS, CULTURALLY DISADVANTAGED, CURRICULUM ENRICHMENT, ENGLISH (SECOND LANGUAGE), ENGLISH CURRICULUM, JOB TRAINING, MIGRANT EMPLOYMENT, MIGRANTS, MIGRANT WELFARE SERVICES, MIGRANT WORKERS, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, DISTRICT OF COLUMBIA, NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH
THIS SPEECH PREPARED FOR THE NATIONAL CONFERENCE ON PROBLEMS OF RURAL YOUTH IN A CHANGING ENVIRONMENT (SEPTEMBER 1963) REVIEWS PROGRAMS THAT FOCUS ON THE EDUCATIONAL AND EMPLOYMENT PROBLEMS OF DEPRIVED CHILDREN AND YOUTH. IT POINTS OUT THAT COMPENSATORY EDUCATION PROGRAMS ATTEMPT TO IMPROVE THE QUALITY OF EDUCATION WHILE KEEPING THE CHILDREN IN SCHOOL LONGER, AND THE PROGRAMS TO PREPARE YOUTH FOR WORK RANGE FROM JOB ORIENTATION TO LONG-RANGE YOUTH DEVELOPMENT. THE SPEAKER SUGGESTS THAT SOCIAL SERVICES COULD BE HELPFUL TO REDUCE TRANSIENCY AND LOCATE JOBS, AND CONCLUDES THAT IN-MIGRANT PROGRAMS TEND TO DWELL TOO MUCH ON SYMPTOMS RATHER THAN DEAL WITH BASIC QUESTIONS. (SF)
ERIC: ED012207

4476 SOME CONSIDERATIONS IN TRAINING THE DISADVANTAGED   69 MAR
JAMES, DENNIS
J EMPLOYMENT COUNSELING:6:1:3-8
AUDITORY DISCRIMINATION, DISADVANTAGED ENVIRONMENT, DISADVANTAGED YOUTH, EDUCATIONAL PROGRAMS, LABOR FORCE NONPARTICIPANTS, LANGUAGE DEVELOPMENT, MOTIVATION, PHYSICALLY HANDICAPPED, WORK ATTITUDES
ERIC: EJ002973

4477 SOME MANPOWER PLANNING MODELS BASED ON LEVELS OF EDUCATIONAL ATTAINMENT   AUG 72
BALINSKY, WARREN:REISMAN, ARNOLD
MANAGEMENT SCIENCE:18:12:B-691-705
ACADEMIC ACHIEVEMENT, COST EFFECTIVENESS, COSTS, EDUCATIONAL PLANNING, JOB TRAINING, MANPOWER NEEDS, MANPOWER UTILIZATION, MATHEMATICAL MODELS
ERIC: EJ064655

4678 SOME OBSERVATIONS ON THE ECONOMICS OF WOMENS LIBERATION 1976
OAXACA, R.L.
CHALLENGE, VOL.19, NO.3, JULY/AUG 1976, P. 29-33.
DISCRIMINATION, EARNINGS, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LEGISLATION, SOCIAL CHANGE, WOMEN IN BUSINESS
IN SPITE OF THE PROGRESS MADE BY WOMEN IN SECURING JOBS AND IN ACHIEVING CERTAIN ECONOMIC GAINS, THEY ARE STILL BEING KEPT OUT OF JOBS TRADITIONALLY HELD BY MEN. THE LACK OF OCCUPATIONAL CONVERGENCE BETWEEN THE SEXES DOES NOT HOLD OUT MUCH PROSPECT FOR AN IMMEDIATE IMPROVEMENT IN THE RELATIVE WAGES OF WORKING WOMEN. THE EARNING DIFFERENTIALS, OCCUPATIONAL SEGREGATION, OPPOSITION TO ERA, QUALITY OF JOBS AVAILABLE TO WOMEN ARE EXAMINED.
MGMT: CHA76G0029

4679 SOME PERSONALITY DIFFERENCES BETWEEN MEMBERS OF ONE-CAREER AND TWO-CAREER FAMILIES AUG 76
BURKE, RONALD J.:WEIR, TAMARA
JOURNAL OF MARRIAGE AND THE FAMILY:38:3:453-458
INTERPERSONAL RELATIONSHIP, WORKING WOMEN, BEHAVIOR PATTERNS, SOCIOCULTURAL PATTERNS, CAREER CHOICE, FAMILY RELATIONSHIP, MARRIAGE, FEMALES, RESEARCH PROJECTS, FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION INVENTORY (FIRO-B)
PERSONALITY CHARACTERISTICS OF HUSBANDS AND WIVES WERE EXAMINED IN TWO CONTEXTS (1) TRADITIONAL FAMILIES, IN WHICH THE HUSBAND WAS EMPLOYED AND THE WIFE WAS A HOMEMAKER: AND (2) TWO-CAREER FAMILIES, IN WHICH BOTH MEMBERS WERE EMPLOYED. RESULTS ARE DISCUSSED. (AUTHOR)
ERIC: EJ144287

4680 SOME PROBLEMS WITH THE WORK ETHIC WASHINGTON REPORT: WELFARE MAR 6 72
STEIF, WILLIAM
RACE RELATIONS REPORTER:3:5:8-10
FEDERAL LEGISLATION, NEGROES, SOCIAL SERVICES, WELFARE, WELFARE AGENCIES, WELFARE RECIPIENTS, WELFARE SERVICES, WORK ATTITUDES
ASSESSES THE EFFECTS OF THE TALMADGE AMENDMENT TO THE WORK INCENTIVE PROGRAM BILL-BOTH ON PRESIDENT NIXONS WELFARE PROPOSALS, AND ON WELFARE RECIPIENTS THEMSELVES. (RJ)
ERIC: EJ057535

4681 SOME QUESTIONS CONCERNING CERTIFICATION OF THE DISADVANTAGED UNDER THE EMERGENCY EMPLOYMENT ACT SPR 73
BEZDEK, ROGER H.:COOK, WILLIAM N.
URBAN AND SOCIAL CHANGE REVIEW:6:2:64-68
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, CERTIFICATION, EMPLOYMENT SERVICES, EMPLOYMENT OPPORTUNITIES, GUIDELINES, EMERGENCY EMPLOYMENT ACT OF 1971
DESCRIBES A STUDY WHICH EXAMINED A LOCAL STATE EMPLOYMENT SERVICES PROCEDURAL AND ADMINISTRATIVE PROBLEMS IN VALIDLY CERTIFYING INDIVIDUALS AS DISADVANTAGED. (SF)
ERIC: EJ093713

4682 SOME RECENT ADVANCES AND RESEARCH IN VOCATIONAL EVALUATION. 67
PENNSYLVANIA REHABILITATION CENTER, JOHNSTOWN. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 48P.: PROCEEDINGS FROM SEMINAR HELD AT PENNSYLVANIA REHABILITATION CENTER, JOHNSTOWN, PENNSYLVANIA, JANUARY 26-27, 1967.
APTITUDE TESTS, CAREER PLANNING, COUNSELOR ROLE, EVALUATION, EVALUATION METHODS, EXCEPTIONAL CHILD SERVICES, INDIVIDUAL CHARACTERISTICS, JOB TRAINING, MENTALLY HANDICAPPED, PREDICTION, RESEARCH REVIEWS (PUBLICATIONS), SHELTERED WORKSHOPS, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK EXPERIENCE PROGRAMS, PENNSYLVANIA
THE PROCEEDINGS INCLUDE FIVE PAPERS FROM A SEMINAR DESIGNED TO TRAIN REHABILITATION PERSONNEL IN THE PROCEDURES, THEORIES, AND AIMS OF WORK EVALUATION. MORTON H. BREGMAN DISCUSSES THE USE OF VOCATIONAL EVALUATION IN THE COUNSELING PROCESS: HENRY COBB DESCRIBES METHODS OF PREDICTING VOCATIONAL ADJUSTMENT IN THE MENTALLY RETARDED: AND JOHN CAMPBELL CONSIDERS WORK EVALUATION IN A COMMUNITY EVALUATION CENTER. ALSO INCLUDED ARE RICHARD HILLS DESCRIPTION OF A SHELTERED WORKSHOP IN VERMONT WHICH PERFORMS PROGRESSIVE CONTRACT SERVICES AND WILLIAM STEINERS REVIEW OF METHODS OF DETERMINING THE LEVELS OF VOCATIONAL CAPABILITY AND JOB POTENTIAL. QUESTION AND ANSWER SECTIONS FOLLOW THE LAST FOUR PAPERS. A LIST IS APPENDED OF TEST DESCRIPTIONS TO BE USED AS AN AID TO INTERPRETING RESULTS ON THE GENERAL APTITUDE TEST BATTERY ADMINISTERED BY THE PENNSYLVANIA EVALUATION DEPARTMENT, WHICH STEINER SUPERVISES. (JK)
ERIC: ED029438

4683 SOME SELECTED ECONOMIC BENEFITS AND CHARACTERISTICS OF JUNIOR COLLEGE PROGRAMS. APR 71
FORGEY, GEORGE W.
NOTES: 60P.: FINAL REPORT OF A STUDY CONDUCTED FOR THE STATE OF ILLINOIS ADVISORY COUNCIL ON VOCATIONAL EDUCATION, BY MID STATE EDUCATIONAL CONSULTANTS, NORMAL, ILLINOIS
ECONOMIC PROGRESS, GRADUATE SURVEYS, INCOME, JUNIOR COLLEGES, OCCUPATIONAL INFORMATION, PERFORMANCE FACTORS, SUCCESS FACTORS, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WAGES, YOUTH EMPLOYMENT, ILLINOIS
THIS REPORT IS AN ADDENDUM TO A STUDY WHOSE PURPOSE WAS TO DETERMINE VARIABLES THAT CONTRIBUTE TO THE EARNING CAPACITY OF ILLINOIS JUNIOR COLLEGE GRADUATES. DATA WERE GATHERED FROM THE ILLINOIS JUNIOR COLLEGE BOARD AND BUREAU OF THE BUDGET, AND FROM

(CONT.)
4493 QUESTIONNAIRES SENT TO THE 1968 GRADUATES OF THREE JUNIOR COLLEGES IN AREAS OF HIGH YOUTH UNEMPLOYMENT AND OF TWO JUNIOR COLLEGES IN AREAS OF LOW YOUTH UNEMPLOYMENT. RESEARCHERS WERE ABLE TO ACCOUNT FOR 55.2 PER CENT OF VARIABLES INFLUENCING EARNING CAPACITY. THE MAJOR VARIABLE CATEGORIES WERE INDIVIDUAL, COLLEGE, FAMILY, AND JOB. BASED ON THE FINDINGS, THE FOLLOWING CONCLUSIONS WERE DRAWN (1) UNIFORM COST ACCOUNTING PROCEDURES ARE NEEDED TO PERMIT MEANINGFUL ANALYSIS OF COMPARABLE DATA AMONG COLLEGES; (2) INFLUENCE OF THE VARIABLE HOURS WORKED PER WEEK WHILE IN COLLEGE ON EARNINGS INDICATES THAT OCCUPATION-ORIENTED MALES MAY GAIN A GREAT DEAL FROM WORK EXPERIENCES THAT RESULT IN FUTURE EARNINGS; (3) JUNIOR COLLEGES SHOULD HAVE ON-GOING FOLLOW-UP AND EVALUATION PROGRAMS IN ALL OCCUPATIONAL TRAINING AREAS; (4) THE COLLEGES SHOULD BE SENSITIVE TO THE NEEDS OF THEIR CONSTITUENTS; (5) ADEQUATE VOCATIONAL GUIDANCE PROGRAMS SHOULD BE DEVELOPED TO ASSIST THE STUDENT AND HIS PARENTS IN MAKING AN OCCUPATIONAL CHOICE; AND (6) SCHOLARSHIP PROGRAMS SHOULD BE RE-EVALUATED ON THE BASIS OF EFFECTIVENESS IN ASSISTING INDIVIDUALS IN THEIR GOAL ACHIEVEMENT. THE QUESTIONNAIRE USED IN THE STUDY IS INCLUDED. (CA)
ERIC: ED051803

4494 SOME SUGGESTIONS FOR THE ADVANCEMENT OF WORKING WOMEN 1975
VOGEL, E.
INTERNATIONAL LABOUR REVIEW, VOL.112, NO.1, JULY 1975, P. 29-43. BIBLIOG. 25
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, WOMEN IN BUSINESS
THE ARTICLE SUGGESTS THAT IF SEXUAL DISCRIMINATION HAS TO BE ERADICATED THEN IT IS IMPERATIVE TO DESTROY THE STEROTYPE CONDITIONING OF SEXUAL ROLES WHICH HAS BRED THROUGH GENERATIONS. THIS ARTICLE LISTS SOME SUGGESTIONS ON ACHIEVING THAT GOAL.
MGMT: IRE7520029

4495 SOME THOUGHTS ON INFORMATION ORIENTED JOB PLACEMENT SUM 77
LONG, JAMES E.
ILLINOIS CAREER EDUCATION JOURNAL:34:1:21-22
STUDENT PLACEMENT, INFORMATION NEEDS, EMPLOYMENT SERVICES, JOB PLACEMENT, INFORMATION DISSEMINATION, JOB SEARCH METHODS, OCCUPATIONAL INFORMATION, SCHOOL ROLE, SECONDARY EDUCATION
THE AUTHOR GIVES A RATIONALE FOR STRESSING JOB AND LABOR MARKET INFORMATION OVER ACTIVE JOB PLACEMENT EFFORTS, TAKING INTO ACCOUNT THE CONSTRAINED AVAILABILITY OF JOB PLACEMENT FUNDS, REALITIES OF JOB SEARCH BEHAVIOR, AND OTHER FACTORS. (TA)
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4496 SOME TRENDS IN VOCATIONAL DEVELOPMENT RESEARCH. 65
UNDERWOOD, K. L.
NEW SOUTH WALES UNIV., KENSINGTON (AUSTRALIA). STUDENT COUNSELLING AND RESEARCH UNIT.
NOTES: 200P.
ABSTRACTS, CAREER PLANNING, COUNSELING THEORIES, EDUCATIONAL THEORIES, RESEARCH REVIEWS (PUBLICATIONS), VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL INTERESTS
THIS REPORT SUMMARIZED A SAMPLE OF VOCATIONAL DEVELOPMENT RESEARCH, CENTERING ON THE WORK OF D.E. SUPER, AND D.V. TIEDEMAN AND COLLEAGUES, FROM 1950 TO 1962. SELECTED WORKS REPRESENTING OTHER POINTS OF VIEW ARE ALSO INCLUDED IN THE SUMMARY. THE MATERIAL IS ORGANIZED IN TWO PARTS (1) A THEORETICAL DISCUSSION OF THE FIELD OF VOCATIONAL DEVELOPMENT, PLACING AND RELATING THE CONTRIBUTIONS OF VARIOUS RESEARCHERS AND THEORETICAL POSITIONS, AND (2) ABSTRACTS OF SELECTED STUDIES, INCLUDING IN EACH THE THEORETICAL ORIENTATION, HYPOTHESES, SUBJECTS, AND A SUMMARY OF METHOD AND RESULTS. A BIBLIOGRAPHY FOLLOWS. (PR)
ERIC: ED027557 HEAD, STUDENT COUNSELLING AND RESEARCH UNIT, UNIVERSITY OF NEW SOUTH WALES, P.O. BOX 1, KENSINGTON, AUSTRALIA.

4497 SOME UNANTICIPATED EFFECTS OF ADVANCED EDUCATION ON A CRITICAL PROFESSIONAL MANPOWER RESOURCE, THE INSERVICE TEACHER. 69
OAKLANDER, HAROLD
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 252P.
CAREER CHANGE, DATA ANALYSIS, EFFECTIVE TEACHING, GRADUATE STUDY, HIGHER EDUCATION, JOB SATISFACTION, OBJECTIVES, PERSONAL VALUES, PROFESSIONAL EDUCATION, TEACHER EDUCATION, TEACHER QUALIFICATIONS
THIS STUDY IS AN ANALYSIS OF THE EDUCATIONAL ATTAINMENT OF TEACHERS. BASED ON THE HYPOTHESIS THAT EDUCATIONAL PREPARATION BEYOND THE NECESSARY LEVEL IS BENEFICIAL TO THE TEACHER, THE SCHOOL STUDENT, AND THE EDUCATIONAL ADMINISTRATION ALIKE. THE QUESTIONS CONSIDERED ARE 1) WHAT CHANGES IN TEACHER ASPIRATIONS AND VALUES ARE BROUGHT ABOUT BY ADVANCED EDUCATION AND 2) TO WHAT EXTENT DOES ADVANCED EDUCATION FACILITATE THE ACHIEVEMENT OF SOCIALLY AND PROFESSIONALLY REWARDING OBJECTIVES CHAPTER 2 SETS OUT THE METHODS USED IN THE STUDY, AND CHAPTER 3 INTRODUCES THE DATA ON WHICH IT IS BASED. CHAPTERS 4 - 8 EXPLORE DATA COLLECTED BY THE INSTITUTE OF ADMINISTRATIVE RESEARCH, TEACHERS COLLEGE, COLUMBIA UNIVERSITY. CHAPTER 9 DEALS WITH THE 1962 POSTCENSAL SURVEY OF PROFESSIONAL AND TECHNICAL MANPOWER, TO AMPLIFY THE FINDINGS OF THE PRESENT STUDY, AND CHAPTER 10 SUMMARIZES THE FINDINGS FROM BOTH SETS OF DATA. CHAPTER 11 REVIEWS THE IMPLICATIONS OF THE STUDY AND PROVIDES TWO BROAD CONCLUSIONS 1) GRADUATE EDUCATIONAL REQUIREMENTS MAY WORK IN SOME WAYS TO REDUCE THE EFFECTIVENESS OF THE TEACHING FORCE; AND 2) MORE EDUCATION DOES NOT AUTOMATICALLY LOCK IN A TEACHER EITHER TO A SCHOOL SYSTEM OR TO THE TEACHING PROFESSION. THE RESULTS CANNOT BE INTERPRETED AS PROVING EITHER THAT